Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 783 365	1 891 284	1 915 142	2 341 596	2 213 710	2 230 421	2 596 316	2 763 992	2 940 975
Pension and UIF Contributions		109 607	122 110	115 603	164 429	154 654	156 286	222 203	235 543	250 447
Medical Aid Contributions		24 509	29 973	30 931	47 821	43 954	48 241	59 633	62 526	66 579
Motor Vehicle Allowance		312 727	314 677	334 149	452 654	435 797	431 489	489 270	517 150	550 207
Cellphone Allowance		54 111	81 860	87 356	131 924	125 948	128 947	153 453	160 519	170 795
Housing Allowances		29 479	37 299	39 885	50 297	21 194	47 046	53 547	56 181	59 552
Other benefits and allowances		91 052	104 162	116 675	124 720	123 855	120 118	125 546	129 230	136 525
Sub Total - Councillors		2 387 625	2 563 173	2 620 060	3 295 569	3 101 008	3 144 444	3 652 729	3 875 233	4 122 087
% increase	4		7.4%	2.2%	25.8%	(5.9%)	1.4%	16.2%	6.1%	6.4%
Senior Managers of the Municipality	2						73 181	78 165	1 169	1 239
Basic Salaries and Wages		1 114 005	1 196 108	1 195 037	1 709 950	1 460 325	1 464 334	1 853 498	1 834 780	1 950 347
Pension and UIF Contributions		71 421	82 524	85 399	135 398	112 767	111 245	148 890	136 655	148 569
Medical Aid Contributions		17 129	18 384	17 029	43 270	29 810	29 768	36 260	28 702	30 524
Overtime		7 149	9 249	5 847	34 001	10 198	10 545	10 059	7 580	8 038
Performance Bonus		32 774	31 387	40 562	97 702	86 435	81 983	92 317	97 133	103 768
Motor Vehicle Allowance		137 336	148 363	135 930	186 179	164 855	160 115	178 741	175 777	186 788
Cellphone Allowance		10 011	17 481	9 085	15 258	16 021	15 381	18 643	18 754	19 934
Housing Allowances		12 014	20 274	16 137	24 047	20 142	19 964	35 219	31 992	33 872
Other benefits and allowances		46 722	55 586	50 666	60 464	40 540	39 524	58 685	45 098	47 861
Payments in lieu of leave		6 256	9 212	5 896	8 744	8 304	8 361	7 185	6 575	6 975
Long service awards		5 258	1 407	306	609	633	643	417	10	11
Post-retirement benefit obligations		413	5 459	6 651	(2 781)	865	865	158 352	167 892	178 061
Sub Total - Senior Managers of Municipality		1 451 517	1 584 301	1 558 096	2 301 704	1 939 757	1 931 591	2 429 301	2 373 942	2 527 044
% increase	4		9.1%	(1.7%)	47.7%	(15.7%)	(0.4%)	25.8%	(2.3%)	6.4%
Other Municipal Staff								17		
Basic Salaries and Wages		33 591 433	36 256 457	38 474 296	46 516 924	46 129 790	44 916 462	52 136 881	56 106 026	60 235 491
Pension and UIF Contributions		5 946 696	6 356 535	6 746 971	8 574 140	8 489 081	8 207 432	9 746 159	10 402 966	11 099 480
Medical Aid Contributions		2 619 556	2 990 841	3 501 990	3 988 403	3 931 773	3 827 578	4 434 204	4 744 754	5 070 167
Overtime		2 713 079	2 938 069	3 204 278	2 871 195	3 164 990	3 069 159	3 260 170	3 501 258	3 718 004
Performance Bonus		376 245	407 058	422 817	505 385	498 488	440 598	578 271	619 029	658 713
Motor Vehicle Allowance		1 782 290	1 881 839	2 304 032	2 750 361	2 782 942	2 675 236	3 113 895	3 291 676	3 506 982
Cellphone Allowance		102 843	121 140	146 167	189 444	191 447	190 173	220 947	242 006	264 326
Housing Allowances		255 482	248 296	321 655	418 194	466 186	448 202	837 976	894 823	953 817
Other benefits and allowances		2 052 971	2 300 787	2 389 420	2 962 225	2 843 038	2 722 839	3 382 243	3 613 827	3 878 045
Payments in lieu of leave		698 550	723 521	660 996	688 572	696 375	671 257	837 979	899 043	960 377
Long service awards		315 082	274 284	93 066	247 236	262 205	257 552	577 085	647 495	691 303
Post-retirement benefit obligations		1 374 436	2 295 582	1 034 779	1 050 887	949 370	936 614	1 034 434	1 100 830	1 174 504
Sub Total - Other Municipal Staff		50 748 404	55 578 589	58 041 251	69 330 688	68 981 156	66 938 574	78 175 220	83 975 890	89 991 538
% increase	4		9.5%	4.4%	19.5%	(0.5%)	(3.0%)	16.8%	7.4%	7.2%
Total Parent Municipality		54 542 872	59 670 844	62 165 568	74 879 541	73 961 692	71 954 380	84 167 382	90 130 430	96 541 041
% increase	4		9.4%	4.2%	20.5%	(1.2%)	(2.7%)	17.0%	7.1%	7.1%
Board Members of Entities										
Basic Salaries and Wages		9 637	4 353	7 712	7 117	8 162	8 162	28 673	30 694	32 850
Pension and UIF Contributions		272 167	372 007	380 035	462 553	467 252	467 252	470 320	517 442	553 604
Medical Aid Contributions		415	86	343	406	406	406	427	456	480
Overtime								513	554	598
Performance Bonus								1 322	1 428	1 542
Motor Vehicle Allowance		684	171	780	923	946	944	3 334	3 587	3 841
Cellphone Allowance		284	29	91	108	108	108	190	203	215
Housing Allowances										
Other benefits and allowances		3 812	338	431	509	509	509	686	735	777
Board Fees		18 110	20 993	23 476	27 202	26 415	26 409	29 528	32 080	34 104
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		33 800	26 297	33 482	37 148	37 501	37 495	68 698	74 066	79 052
% increase	4		(22.2%)	27.3%	10.9%	1.0%		83.2%	7.8%	6.7%
Senior Managers of Entities										
Basic Salaries and Wages		184 958	131 331	112 252	149 454	148 617	149 626	150 872	160 994	170 455
Pension and UIF Contributions		34 109	7 524	8 301	9 533	9 938	10 074	9 917	10 526	11 655
Medical Aid Contributions		17 620	2 258	3 092	2 999	3 217	3 217	3 562	3 856	4 584
Overtime		1 276	42		80	37	37	27	29	31
Performance Bonus		21 298	4 431	7 273	5 609	5 705	5 697	7 172	7 857	7 775
Motor Vehicle Allowance		5 014	3 842	7 337	6 140	6 064	6 064	7 595	8 260	8 820
Cellphone Allowance		129	552	732	757	1 289	2 605	2 140	2 552	2 726
Housing Allowances		167	163	420	309	913	1 009	3 146	3 359	3 607
Other benefits and allowances		19 367	5 844	2 804	2 952	3 031	2 214	2 403	2 897	3 085
Payments in lieu of leave		132	700	142	794	150	150			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		284 069	156 688	142 353	178 628	178 961	180 694	186 834	200 330	212 739
% increase	4		(44.8%)	(9.1%)	25.5%	0.2%	1.0%	3.4%	7.2%	6.2%
Other Staff of Entities										
Basic Salaries and Wages		2 291 148	2 486 462	2 716 210	3 030 306	3 062 072	3 062 007	3 283 941	3 615 809	3 860 697
Pension and UIF Contributions		268 769	324 774	393 309	500 020	515 625	515 742	539 492	581 319	626 956
Medical Aid Contributions		148 198	170 941	220 853	280 352	280 407	280 516	292 146	336 831	365 001
Overtime		283 323	281 811	234 567	265 787	261 370	259 651	262 789	290 998	317 462
Performance Bonus		86 867	36 518	124 302	123 473	124 928	124 920	132 605	141 685	155 480
Motor Vehicle Allowance		94 734	106 334	123 109	153 216	148 468	148 468	147 343	155 706	168 083
Cellphone Allowance		2 055	5 712	13 205	9 423	14 482	16 122	16 384	17 905	20 484
Housing Allowances		12 116	19 661	17 755	56 259	54 285	54 324	35 831	71 212	78 226
Other benefits and allowances		203 787	412 457	476 367	376 657	388 814	385 507	542 700	456 919	492 910
Payments in lieu of leave		13 855	6 786	(1 468)	8 811	8 884	8 884	15 162	16 030	17 119
Long service awards										
Post-retirement benefit obligations		7 230	2 062	2 205	3 102	3 288	3 288	1 061	4 439	4 722
Sub Total - Other Staff of Entities		3 412 081	3 853 518	4 320 414	4 807 406	4 862 624	4 859 427	5 514 060	5 948 315	6 382 322
% increase	4		12.9%	12.1%	11.3%	1.1%	(0.1%)	13.5%	7.9%	7.3%
Total Municipal Entities		3 729 950	4 036 504	4 496 249	5 023 182	5 079 087	5 077 616	5 524 985	5 963 249	6 398 932
TOTAL SALARY, ALLOWANCES & BENEFITS		57 941 490	63 348 397	66 261 558	79 475 550	78 597 538	76 562 602	89 222 974	95 591 059	102 407 197
% increase	4		9.3%	4.6%	19.9%	(1.1%)	(2.6%)	16.5%	7.1%	7.1%
TOTAL MANAGERS AND STAFF	5	55 561 170	60 803 933	63 655 492	76 194 461	75 513 042	73 436 040	85 560 012	91 703 913	98 272 137

Eastern Cape: Buffalo City(BUF) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		26 569	27 566	29 335	31 903	32 074	32 074	33 999	36 447	39 220
Pension and UIF Contributions		2 627	2 833	3 047	3 328	3 297	3 297	3 495	3 747	3 968
Medical Aid Contributions		1 031	1 368	1 539	1 856	1 874	1 874	1 987	2 130	2 256
Motor Vehicle Allowance		10 414	10 796	11 247	12 944	12 653	12 653	13 412	14 378	15 226
Cellphone Allowance						2 150	2 150	2 279	2 443	2 587
Housing Allowances		2 690	2 525	2 515	2 879	2 762	2 762	2 927	3 138	3 323
Other benefits and allowances										
Sub Total - Councillors		43 331	45 088	47 682	52 910	54 810	54 810	58 099	62 282	66 579
% increase	4		4.1%	5.8%	11.0%	3.6%		6.0%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 154	3 537	4 086	15 026	11 501	11 501	12 192	13 069	13 971
Pension and UIF Contributions		590	667	662	2 734	2 147	2 147	2 216	2 374	2 536
Medical Aid Contributions		48	103	94	266	254	254	262	270	278
Overtime										
Performance Bonus										
Motor Vehicle Allowance		651	808	755	2 738	2 481	2 481	2 630	2 820	3 014
Cellphone Allowance						391	391	414	444	475
Housing Allowances		4		2	83					
Other benefits and allowances		1 267	959	1 188	2 273	1 242	1 242	2 202	2 360	2 523
Payments in lieu of leave										
Long service awards					36	0	0			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 715	6 074	6 788	23 157	18 017	18 017	19 916	21 337	22 797
% increase	4		(9.5%)	11.8%	241.2%	(22.2%)		10.5%	7.1%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		606 290	654 048	705 601	851 398	850 039	850 039	913 258	990 771	1 062 709
Pension and UIF Contributions		118 568	126 960	134 721	155 271	163 908	163 908	174 823	184 670	197 132
Medical Aid Contributions		42 170	46 769	52 819	96 719	79 727	79 727	81 759	84 212	86 738
Overtime		62 099	80 707	107 200	60 348	60 348	60 348	72 218	74 401	79 534
Performance Bonus										
Motor Vehicle Allowance		16 766	17 823	19 718	26 800	27 860	27 860	30 051	32 215	34 438
Cellphone Allowance						3 665	3 665	3 884	4 164	4 451
Housing Allowances		3 504	3 219	3 505	10 185	12 205	12 205	14 767	15 832	16 926
Other benefits and allowances		92 356	162 063	116 479	139 402	171 170	171 170	179 077	189 815	202 913
Payments in lieu of leave		20 868	22 094	29 230	7 307	15 291	15 291	16 209	17 376	18 574
Long service awards		13 225	14 840	16 270	17 033	17 509	17 509	18 925	19 887	21 259
Post-retirement benefit obligations						5 831	5 831	6 181	6 626	7 083
Sub Total - Other Municipal Staff		975 846	1 128 523	1 185 543	1 364 462	1 407 555	1 407 555	1 511 153	1 619 968	1 731 758
% increase	4		15.6%	5.1%	15.1%	3.2%		7.4%	7.2%	6.9%
Total Parent Municipality		1 025 891	1 179 684	1 240 013	1 440 529	1 480 382	1 480 382	1 589 167	1 703 587	1 821 135
% increase	4		15.0%	5.1%	16.2%	2.8%		7.3%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages			174	665	96	96	96	103	111	118
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities			174	665	96	96	96	103	111	118
% increase	4			283.4%	(85.6%)			7.6%	7.2%	6.9%
Senior Managers of Entities										
Basic Salaries and Wages					1 004	1 004	1 004	5 580	6 027	6 509
Pension and UIF Contributions					184	184	184	198	213	227
Medical Aid Contributions					91	91	91	98	105	113
Overtime										
Performance Bonus								135	558	603
Motor Vehicle Allowance					310	310	310	333	357	382
Cellphone Allowance								74	74	74
Housing Allowances					25	25	25	27	29	30
Other benefits and allowances					104	104	104	111	119	128
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					1 718	1 718	1 718	6 557	7 482	8 067
% increase	4							281.6%	14.1%	7.8%
Other Staff of Entities										
Basic Salaries and Wages					180	180	180	6 322	8 412	10 063
Pension and UIF Contributions					34	34	34	37	40	42
Medical Aid Contributions					91	91	91	98	105	113
Overtime										
Performance Bonus								22	632	841
Motor Vehicle Allowance										
Cellphone Allowance								91	103	115
Housing Allowances					16	16	16	18	19	20
Other benefits and allowances					19	19	19	20	21	23
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					341	341	341	6 608	9 333	11 217
% increase	4							1840.4%	41.2%	20.2%
Total Municipal Entities			174	665	2 155	2 155	2 155	13 269	16 925	19 402
TOTAL SALARY, ALLOWANCES & BENEFITS		1 025 891	1 179 858	1 240 678	1 442 684	1 482 537	1 482 537	1 602 436	1 720 513	1 840 537
% increase	4		15.0%	5.2%	16.3%	2.8%		8.1%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	982 560	1 134 596	1 192 331	1 389 678	1 427 631	1 427 631	1 544 233	1 658 120	1 773 839

Eastern Cape: Nelson Mandela Bay(NMA) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		50 973	52 955	55 219	61 205	60 287	60 287	64 507	69 022	73 854
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		1 604	2 534	2 517	2 760	2 567	2 567	2 747	2 939	3 145
Housing Allowances										
Other benefits and allowances		432	429	425	464	432	432	462	495	529
Sub Total - Councillors		53 010	55 918	58 161	64 429	63 286	63 286	67 716	72 456	77 528
% increase	4		5.5%	4.0%	10.8%	(1.8%)		7.0%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 286	9 035	19 727	19 780	16 570	16 570	21 353	23 049	24 893
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		36	(2 428)	(358)	2 769	2 479	2 479	2 991	3 230	3 488
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 322	6 607	19 369	22 549	19 049	19 049	24 343	26 279	28 382
% increase	4		(20.6%)	193.2%	16.4%	(15.5%)		27.8%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		1 076 584	1 212 078	1 333 392	1 484 206	1 421 286	1 421 286	1 568 892	1 692 656	1 827 947
Pension and UIF Contributions		187 171	202 122	227 453	249 662	247 381	247 381	270 175	291 654	314 993
Medical Aid Contributions		106 482	114 914	124 667	130 517	138 934	138 934	155 346	167 744	181 165
Overtime		83 919	106 681	122 406	105 334	102 394	102 394	116 924	125 340	133 977
Performance Bonus		19 489	23 995	27 492	31 820	31 071	31 071	33 830	36 496	39 374
Motor Vehicle Allowance		58 299	60 972	63 280	67 622	57 513	57 513	90 115	97 205	104 869
Cellphone Allowance		33	26	29	56	53	53	56	60	64
Housing Allowances		7 325	6 542	7 188	8 351	10 420	10 420	12 359	13 347	14 416
Other benefits and allowances		78 702	91 341	89 334	69 300	112 800	112 800	65 543	65 330	70 585
Payments in lieu of leave					12 841	12 841	12 841	21 868	22 978	24 176
Long service awards		32 089	39 531	35 580	40 423	38 324	38 324	82 886	92 666	100 063
Post-retirement benefit obligations		58 201	(113 478)	114 194	52 102	52 054	52 054	39 967	49 772	53 634
Sub Total - Other Municipal Staff		1 708 294	1 744 724	2 145 015	2 252 234	2 225 070	2 225 070	2 457 963	2 655 249	2 865 262
% increase	4		2.1%	22.9%	5.0%	(1.2%)		10.5%	8.0%	7.9%
Total Parent Municipality		1 769 626	1 807 250	2 222 545	2 339 212	2 307 404	2 307 404	2 550 022	2 753 984	2 971 172
% increase	4		2.1%	23.0%	5.2%	(1.4%)		10.5%	8.0%	7.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		3 223	4 151	4 846	6 445	7 145	7 145	6 960	9 685	9 716
Pension and UIF Contributions		497	559	569	640	760	760	737	817	1 299
Medical Aid Contributions		370	137	139	157	257	257	233	200	678
Overtime										
Performance Bonus		450	530	540	607	607	607	761	775	75
Motor Vehicle Allowance		108	108	110	124	124	124	100	158	163
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		4 647	5 485	6 204	7 972	8 892	8 892	8 791	11 635	11 932
% increase	4		18.0%	13.1%	28.5%	11.5%		(1.1%)	32.4%	2.6%
Other Staff of Entities										
Basic Salaries and Wages		2 591	3 651	4 336	5 467	5 767	5 767	8 723	8 009	8 727
Pension and UIF Contributions		371	498	508	571	661	661	1 299	729	1 170
Medical Aid Contributions		188	329	335	376	436	436	495	480	633
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		200	380	309	347	552	552			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		3 351	4 858	5 487	6 761	7 416	7 416	10 517	9 218	10 530
% increase	4		45.0%	12.9%	23.2%	9.7%		41.8%	(12.4%)	14.2%
Total Municipal Entities		7 998	10 343	11 692	14 733	16 308	16 308	19 308	20 853	22 462
TOTAL SALARY, ALLOWANCES & BENEFITS		1 777 624	1 817 593	2 234 237	2 353 945	2 323 712	2 323 712	2 569 330	2 774 837	2 993 634
% increase	4		2.2%	22.9%	5.4%	(1.3%)		10.6%	8.0%	7.9%
TOTAL MANAGERS AND STAFF	5	1 724 614	1 761 674	2 176 075	2 289 517	2 260 427	2 260 427	2 501 615	2 702 381	2 916 106

Eastern Cape: Dr Beyers Naude(EC101) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Eastern Cape: Blue Crane Route(EC102) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 882	2 052	2 123	2 262	2 247	2 247	2 390	2 534	2 686
Pension and UIF Contributions		47	50	53	56	56	56	56	60	63
Medical Aid Contributions				14	16	16	16	16	17	18
Motor Vehicle Allowance		647	701	730	763	773	773	822	872	924
Cellphone Allowance		164	244	230	259	230	230	244	259	274
Housing Allowances										
Other benefits and allowances					784	733	733	606	643	681
Sub Total - Councillors		2 739	3 047	3 149	4 140	4 055	4 055	4 136	4 384	4 647
% increase	4		11.2%	3.4%	31.4%	(2.0%)		2.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 613	2 573	3 331	3 542	3 881	3 881	4 102	4 348	4 609
Pension and UIF Contributions		13	8	9	10	9	9	9	9	10
Medical Aid Contributions										
Overtime										
Performance Bonus		27			208	223	223	223	237	251
Motor Vehicle Allowance		360	516	572	606	572	572	572	607	643
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		117	29			55	55	57	60	64
Payments in lieu of leave		234								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 365	3 126	3 912	4 365	4 740	4 740	4 963	5 261	5 577
% increase	4		32.2%	25.1%	11.6%	8.6%		4.7%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		32 920	32 502	37 371	43 921	43 297	43 297	46 288	49 066	52 009
Pension and UIF Contributions		5 079	6 028	6 750	7 537	8 273	8 273	8 558	9 071	9 615
Medical Aid Contributions		1 683	1 821	2 098	2 446	2 480	2 480	2 588	2 743	2 907
Overtime		2 024	2 389	2 611	2 895	2 433	2 433	2 449	2 596	2 752
Performance Bonus		2 753	3 068	3 625	3 318	3 405	3 405	3 654	3 873	4 106
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		3 549	3 994	3 974	4 177	3 732	3 732	3 776	4 003	4 243
Payments in lieu of leave		856	989	810	733	800	800	750	795	843
Long service awards										
Post-retirement benefit obligations		239	211	306	337	498	498	498	527	559
Sub Total - Other Municipal Staff		49 104	51 002	57 544	65 362	64 918	64 918	68 560	72 674	77 034
% increase	4		3.9%	12.8%	13.6%	(0.7%)		5.6%	6.0%	6.0%
Total Parent Municipality		54 209	57 175	64 606	73 867	73 714	73 714	77 659	82 319	87 258
% increase	4		5.5%	13.0%	14.3%	(0.2%)		5.4%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		54 209	57 175	64 606	73 867	73 714	73 714	77 659	82 319	87 258
% increase	4		5.5%	13.0%	14.3%	(0.2%)		5.4%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	51 469	54 128	61 457	69 727	69 659	69 659	73 523	77 935	82 611

Eastern Cape: Makana(EC104) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 524			6 277	6 277	6 277	7 610	8 158	8 745
Pension and UIF Contributions					767	767	767	825	885	949
Medical Aid Contributions					155	155	155	167	179	192
Motor Vehicle Allowance		2 180			1 919	1 919	1 919	2 065	2 214	2 373
Cellphone Allowance					602	602	602	648	695	745
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 704			9 721	9 721	9 721	11 316	12 131	13 004
% increase	4		(100.0%)					16.4%	7.2%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 265			4 511	4 511	4 511	5 053	5 417	5 791
Pension and UIF Contributions		7								
Medical Aid Contributions										
Overtime										
Performance Bonus		719								
Motor Vehicle Allowance		858			791	791	791	851	912	975
Cellphone Allowance					67	67	67	72	77	83
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 849			5 368	5 368	5 368	5 976	6 407	6 849
% increase	4		(100.0%)					11.3%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		74 207			83 571	88 767	88 767	98 181	105 249	112 512
Pension and UIF Contributions		17 345			16 725	16 725	16 725	19 257	22 570	26 477
Medical Aid Contributions					3 080	3 080	3 080	7 098	7 807	8 588
Overtime		5 945			3 235	3 235	3 235	1 214	1 466	1 613
Performance Bonus										
Motor Vehicle Allowance		3 144			1 094	1 094	1 094	2 945	3 133	3 326
Cellphone Allowance					292	292	292	216	214	211
Housing Allowances		415			265	265	265	1 738	1 863	1 991
Other benefits and allowances		1 647						4 649	1 946	1 797
Payments in lieu of leave					872	872	872	929	939	947
Long service awards					428	428	428	460	493	527
Post-retirement benefit obligations					2 121	2 121	2 121	2 049	2 253	2 479
Sub Total - Other Municipal Staff		102 704			111 683	116 879	116 879	138 736	147 933	160 468
% increase	4		(100.0%)			4.7%		18.7%	6.6%	8.5%
Total Parent Municipality		116 257			126 773	131 969	131 969	156 028	166 470	180 321
% increase	4		(100.0%)			4.1%		18.2%	6.7%	8.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		116 257			126 773	131 969	131 969	156 028	166 470	180 321
% increase	4		(100.0%)			4.1%		18.2%	6.7%	8.3%
TOTAL MANAGERS AND STAFF	5	108 554			117 052	122 248	122 248	144 712	154 339	167 317

Eastern Cape: Ndlambe(EC105) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 974	5 173	5 609	5 954	5 954	5 954	5 966	6 273	6 596
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 974	5 173	5 609	5 954	5 954	5 954	5 966	6 273	6 596
% increase	4		4.0%	8.4%	6.2%			0.2%	5.2%	5.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		52 945	62 247	67 422	79 847	78 950	78 947	83 870	86 493	91 139
Pension and UIF Contributions		11 184	10 038	14 488	15 326	13 741	13 741	14 467	15 261	16 101
Medical Aid Contributions		5 137	5 929	6 762	5 540	6 102	6 102	7 024	7 410	7 818
Overtime		7 115	6 426	7 233	1 860	3 992	3 996	3 398	3 583	3 738
Performance Bonus		164	171	311						
Motor Vehicle Allowance		2 784	2 923	2 985	3 153	3 287	3 289	3 825	4 035	4 257
Cellphone Allowance		458	450	322	1 157	845	845	989	1 043	1 101
Housing Allowances		310	361	360	360	705	705	675	712	751
Other benefits and allowances										
Payments in lieu of leave		410	681	18	244	244	244	252	266	280
Long service awards		430								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		80 938	89 226	99 902	107 487	107 866	107 870	114 500	118 802	125 183
% increase	4		10.2%	12.0%	7.6%	0.4%		6.1%	3.8%	5.4%
Total Parent Municipality		85 912	94 399	105 510	113 442	113 820	113 825	120 465	125 076	131 779
% increase	4		9.9%	11.8%	7.5%	0.3%		5.8%	3.8%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		85 912	94 399	105 510	113 442	113 820	113 825	120 465	125 076	131 779
% increase	4		9.9%	11.8%	7.5%	0.3%		5.8%	3.8%	5.4%
TOTAL MANAGERS AND STAFF	5	80 938	89 226	99 902	107 487	107 866	107 870	114 500	118 802	125 183

Eastern Cape: Sundays River Valley(EC106) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 348	4 761		4 946	5 599	5 599			
Pension and UIF Contributions		66								
Medical Aid Contributions										
Motor Vehicle Allowance					41	41	41			
Cellphone Allowance					251	251	251			
Housing Allowances										
Other benefits and allowances		516	405	5 369	61	61	61	6 310	6 689	7 090
Sub Total - Councillors		4 930	5 165	5 369	5 301	5 953	5 953	6 310	6 689	7 090
% increase	4		4.8%	3.9%	(1.3%)	12.3%		6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 462			3 693	3 693	3 693			
Pension and UIF Contributions		54			9	9	9			
Medical Aid Contributions										
Overtime										
Performance Bonus		22								
Motor Vehicle Allowance		308			662	662	662			
Cellphone Allowance					31	31	31			
Housing Allowances										
Other benefits and allowances		188			85	85	85			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			3 497	4 174						
Sub Total - Senior Managers of Municipality		3 034	3 497	4 174	4 482	4 482	4 482			
% increase	4		15.3%	19.4%	7.4%			(100.0%)		
Other Municipal Staff										
Basic Salaries and Wages		20 986	34 780	36 958	33 649	33 649	33 649	50 890	53 145	56 812
Pension and UIF Contributions		4 544			3 408	3 408	3 408			
Medical Aid Contributions					1 841	1 841	1 841			
Overtime		1 354			2 001	2 001	2 001			
Performance Bonus										
Motor Vehicle Allowance					359	359	359			
Cellphone Allowance					56	56	56			
Housing Allowances					178	178	178			
Other benefits and allowances		1 654			1 320	1 320	1 320			
Payments in lieu of leave										
Long service awards		208								
Post-retirement benefit obligations		169				32	32			
Sub Total - Other Municipal Staff		28 915	34 780	36 958	42 813	42 845	42 845	50 890	53 145	56 812
% increase	4		20.3%	6.3%	15.8%	0.1%		18.8%	4.4%	6.9%
Total Parent Municipality		36 879	43 443	46 500	52 595	53 279	53 279	57 201	59 834	63 902
% increase	4		17.8%	7.0%	13.1%	1.3%		7.4%	4.6%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		36 879	43 443	46 500	52 595	53 279	53 279	57 201	59 834	63 902
% increase	4		17.8%	7.0%	13.1%	1.3%		7.4%	4.6%	6.8%
TOTAL MANAGERS AND STAFF	5	31 949	38 277	41 132	47 295	47 326	47 326	50 890	53 145	56 812

Eastern Cape: Kouga(EC108) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 887	6 109	6 580	6 566	7 180	7 180	7 683	8 159	8 641
Pension and UIF Contributions					7					
Medical Aid Contributions					1 952					
Motor Vehicle Allowance		2 615	2 093	2 286		2 393	2 393	2 562	2 721	2 881
Cellphone Allowance			696	705		710	710	759	806	854
Housing Allowances										
Other benefits and allowances		92	127	186	3 153					
Sub Total - Councillors		8 594	9 025	9 757	11 678	10 283	10 283	11 004	11 686	12 376
% increase	4		5.0%	8.1%	19.7%	(11.9%)		7.0%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 363	5 033	5 404	5 836	5 649	5 649	6 045	6 419	6 798
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		496	491	686		676	676	723	768	813
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		68	71	103						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 927	5 595	6 193	5 836	6 325	6 325	6 768	7 188	7 612
% increase	4		13.6%	10.7%	(5.8%)	8.4%		7.0%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		110 123	114 737	123 770	128 340	133 000	133 000	140 923	149 660	158 490
Pension and UIF Contributions		18 777	19 522	20 279	21 695	21 695	21 695	25 097	26 653	28 225
Medical Aid Contributions		19 661	20 906	18 603	9 258	9 258	9 258	12 664	13 449	14 243
Overtime		7 943	9 737	8 491	10 803	10 803	10 803	9 454	10 040	10 632
Performance Bonus		8 734	9 880	9 288				948	1 006	1 066
Motor Vehicle Allowance		7 635	8 544	8 141				7 938	8 430	8 927
Cellphone Allowance										
Housing Allowances		465	450	472	506	506	506	584	620	656
Other benefits and allowances		14 361	17 942	16 619	35 141	35 141	35 141	28 068	29 808	31 567
Payments in lieu of leave										
Long service awards		674	772	970	858	858	858	759	806	854
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		188 373	202 490	206 633	206 601	211 262	211 262	226 434	240 472	254 660
% increase	4		7.5%	2.0%		2.3%		7.2%	6.2%	5.9%
Total Parent Municipality		201 893	217 110	222 583	224 115	227 870	227 870	244 205	259 346	274 648
% increase	4		7.5%	2.5%	0.7%	1.7%		7.2%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		201 893	217 110	222 583	224 115	227 870	227 870	244 205	259 346	274 648
% increase	4		7.5%	2.5%	0.7%	1.7%		7.2%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	193 299	208 085	212 826	212 437	217 587	217 587	233 201	247 660	262 272

Eastern Cape: Kou-Kamma(EC109) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 823	1 941		3 509	2 314	2 314	2 286	2 418	2 551
Pension and UIF Contributions					86	48	48	13	14	15
Medical Aid Contributions					29	15	15			
Motor Vehicle Allowance		576	621		726	673	673	712	764	816
Cellphone Allowance		139	154		208	230	230	230	246	263
Housing Allowances										
Other benefits and allowances			53		119	58	58	29	31	33
Sub Total - Councillors		2 539	2 769		4 677	3 338	3 338	3 270	3 473	3 678
% increase	4		9.1%	(100.0%)		(28.6%)		(2.0%)	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		21 324	20 641		30 175	27 907	27 907	3 327	3 567	3 813
Pension and UIF Contributions		3 009	3 163		3 454	3 454	3 454	266	285	305
Medical Aid Contributions		1 301	1 454		1 937	1 937	1 937	184	197	211
Overtime		1 518	1 678		1 903	1 903	1 903			
Performance Bonus		345	398		452	452	452	400	429	459
Motor Vehicle Allowance		2 284	2 593		3 204	3 204	3 204	919	985	1 053
Cellphone Allowance		92	145		150	150	150	109	116	124
Housing Allowances		136	237		260	260	260	151	162	173
Other benefits and allowances		714	2 184		1 529	1 529	1 529			
Payments in lieu of leave		38	19		4	4	4			
Long service awards		39	152		172	172	172			
Post-retirement benefit obligations					35	35	35			
Sub Total - Senior Managers of Municipality		30 799	32 663		43 274	41 007	41 007	5 356	5 742	6 138
% increase	4		6.1%	(100.0%)		(5.2%)		(86.9%)	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages								28 048	30 100	32 211
Pension and UIF Contributions								3 776	4 048	4 328
Medical Aid Contributions								1 668	1 788	1 912
Overtime								2 358	2 528	2 702
Performance Bonus										
Motor Vehicle Allowance								1 145	1 228	1 312
Cellphone Allowance										
Housing Allowances								199	213	228
Other benefits and allowances								835	894	955
Payments in lieu of leave								72	77	83
Long service awards								52	56	60
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								38 153	40 932	43 790
% increase	4								7.3%	7.0%
Total Parent Municipality		33 338	35 432		47 951	44 345	44 345	46 780	50 146	53 605
% increase	4		6.3%	(100.0%)		(7.5%)		5.5%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 338	35 432		47 951	44 345	44 345	46 780	50 146	53 605
% increase	4		6.3%	(100.0%)		(7.5%)		5.5%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	30 799	32 663		43 274	41 007	41 007	43 510	46 674	49 928

Eastern Cape: Sarah Baartman(DC10) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 746	3 910	4 158	4 471	4 471	4 363	4 722	5 043	5 386
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 608	1 893	1 381	2 153	2 153	1 415	1 546	1 651	1 763
Cellphone Allowance		221	250	250	284	284	210	250	267	286
Housing Allowances										
Other benefits and allowances		89	91	618	117	117	619	796	850	907
Sub Total - Councillors		5 665	6 144	6 407	7 025	7 025	6 607	7 314	7 811	8 342
% increase	4		8.4%	4.3%	9.6%		(5.9%)	10.7%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 956	4 277	4 592	3 605	3 605	4 924	3 393	3 624	3 871
Pension and UIF Contributions		359	389	415	354	354	436	226	241	258
Medical Aid Contributions		46	57	60			61			
Overtime										
Performance Bonus		84	154	164	273	273	325	253	270	288
Motor Vehicle Allowance		644	605	564	713	713	564	713	761	813
Cellphone Allowance		25	25	25	25	25	25	25	27	29
Housing Allowances		6	6	6			7			
Other benefits and allowances		124	137	148	72	72	153	67	72	77
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 245	5 650	5 974	5 043	5 043	6 495	4 677	4 995	5 335
% increase	4		7.7%	5.7%	(15.6%)		28.8%	(28.0%)	6.8%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		21 950	22 753	22 946	27 913	27 913	18 215	29 295	31 287	33 414
Pension and UIF Contributions		1 603	1 839	1 791	2 072	2 072	1 431	2 146	2 292	2 448
Medical Aid Contributions		4 211	4 434	4 631	9 686	9 686	6 681	6 537	6 981	7 456
Overtime		293	336	321						
Performance Bonus		399	501	575	746	746	640	1 427	1 524	1 627
Motor Vehicle Allowance		1 282	1 130	958	832	832	940	1 746	1 865	1 992
Cellphone Allowance		138	135	135	138	138	135	144	154	164
Housing Allowances		96	90	105	131	131	117	234	250	267
Other benefits and allowances		831	979	1 191	1 145	1 145	613	758	809	864
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		30 803	32 198	32 653	42 663	42 663	28 772	42 286	45 161	48 232
% increase	4		4.5%	1.4%	30.7%		(32.6%)	47.0%	6.8%	6.8%
Total Parent Municipality		41 713	43 991	45 035	54 730	54 730	41 874	54 277	57 968	61 909
% increase	4		5.5%	2.4%	21.5%		(23.5%)	29.6%	6.8%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		215								
Housing Allowances										
Other benefits and allowances		109								
Board Fees			87	120	126	126	126	108	114	121
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		324	87	120	126	126	126	108	114	121
% increase	4		(73.1%)	38.0%	4.6%			(14.3%)	5.6%	6.1%
Senior Managers of Entities										
Basic Salaries and Wages					1 811	1 811	1 811	1 944	2 080	2 226
Pension and UIF Contributions					4	4	4	4	4	4
Medical Aid Contributions										
Overtime										
Performance Bonus					220	220	220	136	146	156
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					18	18	18	19	20	22
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					2 053	2 053	2 053	2 103	2 249	2 407
% increase	4							2.4%	7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages					1 830	2 550	2 550	2 730	2 921	3 126
Pension and UIF Contributions					6	6	6	7	7	7
Medical Aid Contributions										
Overtime										
Performance Bonus								162	173	185
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					19	19	19	28	30	32
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					1 855	2 575	2 575	2 927	3 132	3 351
% increase	4					38.8%		13.7%	7.0%	7.0%
Total Municipal Entities		324	87	120	4 034	4 754	4 754	5 138	5 495	5 879
TOTAL SALARY, ALLOWANCES & BENEFITS		42 037	44 079	45 156	58 764	59 484	46 627	59 415	63 463	67 788
% increase	4		4.9%	2.4%	30.1%	1.2%	(21.6%)	27.4%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	36 048	37 848	38 628	51 613	52 333	39 894	51 993	55 538	59 325

Eastern Cape: Mbhashe(EC121) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					19 907	19 907	19 907	17 012	18 067	19 133
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					226	226	226	1 517		
Housing Allowances										
Other benefits and allowances								803		
Sub Total - Councillors					20 133	20 133	20 133	19 332	18 067	19 133
% increase	4							(4.0%)	(6.5%)	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					46 905	45 664	45 664	79 203	84 113	89 076
Pension and UIF Contributions					7 718	7 718	7 718			
Medical Aid Contributions					4 403	4 403	4 403			
Overtime					726	726	726			
Performance Bonus					4 820	4 820	4 820			
Motor Vehicle Allowance					1 021	1 021	1 021			
Cellphone Allowance					1 375	1 375	1 375			
Housing Allowances					554	554	554			
Other benefits and allowances					1 864	1 864	1 864			
Payments in lieu of leave					753	753	753			
Long service awards					346	346	346			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					70 485	69 244	69 244	79 203	84 113	89 076
% increase	4					(1.8%)		14.4%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality					90 617	89 376	89 376	98 535	102 180	108 209
% increase	4					(1.4%)		10.2%	3.7%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					90 617	89 376	89 376	98 535	102 180	108 209
% increase	4					(1.4%)		10.2%	3.7%	5.9%
TOTAL MANAGERS AND STAFF	5				70 485	69 244	69 244	79 203	84 113	89 076

Eastern Cape: Mnquma(EC122) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					14 286	14 286	14 286	18 180	19 234	20 350
Pension and UIF Contributions						1 476	1 476			
Medical Aid Contributions						1 405	1 405			
Motor Vehicle Allowance					4 680	4 680	4 680	4 346	4 598	4 865
Cellphone Allowance					1 513	1 513	1 513	1 589	1 682	1 779
Housing Allowances										
Other benefits and allowances					3 660	3 660	3 660	306	324	343
Sub Total - Councillors					24 140	27 021	27 021	24 421	25 837	27 336
% increase	4					11.9%		(9.6%)	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 552	5 258	5 258	4 677	4 948	5 235
Pension and UIF Contributions					679	679	679	825	873	923
Medical Aid Contributions					274	274	274	654	692	732
Overtime										
Performance Bonus					824	824	824	834	882	933
Motor Vehicle Allowance					1 147	1 147	1 147	1 438	1 521	1 610
Cellphone Allowance					546	546	546	455	481	509
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					7 023	8 729	8 729	8 882	9 398	9 943
% increase	4					24.3%		1.8%	5.8%	5.8%
Other Municipal Staff										
Basic Salaries and Wages					108 048	113 783	113 783	119 011	125 913	133 216
Pension and UIF Contributions					15 807	15 807	15 807	19 389	20 513	21 703
Medical Aid Contributions					5 746	5 746	5 746	6 323	6 690	7 078
Overtime					540	540	540	531	562	594
Performance Bonus										
Motor Vehicle Allowance					5 006	5 006	5 006	5 179	5 479	5 797
Cellphone Allowance					7	7	7			
Housing Allowances					98	98	98	195	206	218
Other benefits and allowances					4 672	4 672	4 672	5 902	6 245	6 607
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					139 924	145 659	145 659	156 529	165 608	175 213
% increase	4					4.1%		7.5%	5.8%	5.8%
Total Parent Municipality					171 086	181 409	181 409	189 833	200 843	212 492
% increase	4					6.0%		4.6%	5.8%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					171 086	181 409	181 409	189 833	200 843	212 492
% increase	4					6.0%		4.6%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5				146 946	154 387	154 387	165 411	175 005	185 156

Eastern Cape: Great Kei(EC123) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 081	2 312	2 734	2 410	2 636	2 636	2 923	3 104	3 287
Pension and UIF Contributions		69								
Medical Aid Contributions		42								
Motor Vehicle Allowance		634	683	706	834	876	876	907	963	1 020
Cellphone Allowance		167	243	318	382	350	350	334	355	376
Housing Allowances										
Other benefits and allowances					100	15	15	38	40	43
Sub Total - Councillors		2 994	3 238	3 759	3 727	3 877	3 877	4 202	4 462	4 726
% increase	4		8.2%	16.1%	(0.9%)	4.0%		8.4%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 647	998	1 764	3 264	2 996	2 996	5 275	5 602	5 933
Pension and UIF Contributions		198	259	38	500	40	40	163	173	183
Medical Aid Contributions						56	56			
Overtime										
Performance Bonus						300	300	350	372	394
Motor Vehicle Allowance		1 085	437	658	388	319	319	295	313	332
Cellphone Allowance				66	164	41	41	45	48	51
Housing Allowances				213	306	174	174	126	134	142
Other benefits and allowances		22	42			285	285			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 953	1 736	2 740	4 621	4 211	4 211	6 254	6 642	7 033
% increase	4		(41.2%)	57.8%	68.7%	(8.9%)		48.5%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		16 691	20 201	22 755	27 289	28 860	28 860	28 846	30 634	32 441
Pension and UIF Contributions		1 714	2 408	2 794	4 149	4 172	4 172	3 898	4 140	4 384
Medical Aid Contributions		940	1 316	1 409	2 272	1 977	1 977	2 194	2 330	2 467
Overtime		363	780	726	770	803	803	610	648	686
Performance Bonus					550	495	495			
Motor Vehicle Allowance		439	976	115	928	1 165	1 165	1 119	1 188	1 258
Cellphone Allowance					10	86	86	73	77	82
Housing Allowances		417	302		928	1 118	1 118	388	412	436
Other benefits and allowances		1 531	2 528	1 227	2 607	3 262	3 262	7 052	7 489	7 931
Payments in lieu of leave					472	352	352	335	356	377
Long service awards										
Post-retirement benefit obligations		2 165	1 654							
Sub Total - Other Municipal Staff		24 260	30 164	29 026	39 974	42 290	42 290	44 514	47 274	50 063
% increase	4		24.3%	(3.8%)	37.7%	5.8%		5.3%	6.2%	5.9%
Total Parent Municipality		30 207	35 139	35 525	48 322	50 378	50 378	54 970	58 378	61 823
% increase	4		16.3%	1.1%	36.0%	4.3%		9.1%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		30 207	35 139	35 525	48 322	50 378	50 378	54 970	58 378	61 823
% increase	4		16.3%	1.1%	36.0%	4.3%		9.1%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	27 214	31 901	31 766	44 595	46 501	46 501	50 768	53 916	57 097

Eastern Cape: Amahlathi(EC124) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					7 611	7 611	7 611	7 611	8 159	8 722
Pension and UIF Contributions					1 514	1 067	1 067	1 067	1 144	1 223
Medical Aid Contributions					1 171	1 171	1 171	1 171	1 255	1 342
Motor Vehicle Allowance					3 234	2 736	2 736	2 736	2 933	3 135
Cellphone Allowance					1 020	1 020	1 020	1 020	1 094	1 169
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					14 551	13 605	13 605	13 605	14 585	15 591
% increase	4					(6.5%)			7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages					62 696	62 333	62 333	70 029	75 071	80 251
Pension and UIF Contributions					8 760	9 244	9 244	10 668	11 436	12 225
Medical Aid Contributions					2 867	3 227	3 227	3 549	3 805	4 067
Overtime					1 420	1 610	1 610	1 770	1 898	2 029
Performance Bonus					1 000	1 083	1 083	1 191	1 277	1 365
Motor Vehicle Allowance					2 228	3 305	3 305	3 635	3 897	4 166
Cellphone Allowance					656	542	542	596	639	683
Housing Allowances					1 727	3 192	3 192	3 433	3 680	3 934
Other benefits and allowances					149	147	147	31	34	36
Payments in lieu of leave					135	375	375	413	442	473
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					81 638	85 057	85 057	95 316	102 179	109 229
% increase	4					4.2%		12.1%	7.2%	6.9%
Total Parent Municipality					96 189	98 662	98 662	108 922	116 764	124 821
% increase	4					2.6%		10.4%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					96 189	98 662	98 662	108 922	116 764	124 821
% increase	4					2.6%		10.4%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5				81 638	85 057	85 057	95 316	102 179	109 229

Eastern Cape: Ngqushwa(EC126) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 694	3 728	3 966	3 718	3 969	3 969	3 843	4 081	4 322
Pension and UIF Contributions			808	714	743	1 054	1 054	868	922	976
Medical Aid Contributions			567	526	590	247	247	715	759	804
Motor Vehicle Allowance		1 346	1 216	1 448	1 647	1 757	1 757	2 211	2 348	2 487
Cellphone Allowance			400	522	522	522	522	646	686	727
Housing Allowances										
Other benefits and allowances		194	921	994	90	90	90	133	141	150
Sub Total - Councillors		6 234	7 640	8 169	7 310	7 639	7 639	8 416	8 938	9 465
% increase	4		22.6%	6.9%	(10.5%)	4.5%		10.2%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 713	3 005	2 681	6 252	4 827	4 827	4 963	5 270	5 581
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 713	3 005	2 681	6 252	4 827	4 827	4 963	5 270	5 581
% increase	4		10.8%	(10.8%)	133.2%	(22.8%)		2.8%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		17 899	25 928	28 195	32 720	32 624		36 919	39 208	41 521
Pension and UIF Contributions		4 018	3 407	4 407	5 785	5 762		5 999	6 371	6 747
Medical Aid Contributions			1 721	2 109	1 401	1 428		2 116	2 247	2 379
Overtime			222	232						
Performance Bonus										
Motor Vehicle Allowance		2 302	1 228	1 526	1 284	1 412		1 798	1 910	2 023
Cellphone Allowance			178	248	212	234		426	453	479
Housing Allowances		32	47	40	82	82		296	315	333
Other benefits and allowances		1 451	3 938	4 381	1 652	2 622		3 866	4 105	4 348
Payments in lieu of leave		78	359	838				1 160	1 232	1 305
Long service awards			429	311				324	344	365
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 779	37 458	42 287	43 137	44 164		52 905	56 185	59 500
% increase	4		45.3%	12.9%	2.0%	2.4%	(100.0%)		6.2%	5.9%
Total Parent Municipality		34 726	48 103	53 137	56 699	56 630	12 466	66 284	70 393	74 546
% increase	4		38.5%	10.5%	6.7%	(0.1%)	(78.0%)	431.7%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 726	48 103	53 137	56 699	56 630	12 466	66 284	70 393	74 546
% increase	4		38.5%	10.5%	6.7%	(0.1%)	(78.0%)	431.7%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	28 492	40 463	44 968	49 389	48 991	4 827	57 868	61 455	65 081

Eastern Cape: Raymond Mhlaba(EC129) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Eastern Cape: Amathole(DC12) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 628	7 337	7 546	8 043	7 981	7 981	13 704	14 732	15 837
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 192	2 130	2 192	3 379	2 424	2 424			
Cellphone Allowance		457	744	777	1 138	781	781	898	965	1 037
Housing Allowances		2 187		744	3 620	841	841			
Other benefits and allowances		98	2 041	1 771	654	1 730	1 730	424	456	490
Sub Total - Councillors		11 563	12 253	13 030	16 834	13 758	13 758	15 026	16 153	17 364
% increase	4		6.0%	6.3%	29.2%	(18.3%)		9.2%	7.5%	7.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 835	6 891	8 468	7 399	8 971	8 971	10 035	10 788	11 597
Pension and UIF Contributions		454	849	983	1 018	1 213	1 213	1 278	1 371	1 473
Medical Aid Contributions		303	111	116	147	159	159	117	128	141
Overtime			2							
Performance Bonus		703	774	1 860	1 528	1 839	1 839	2 159	2 321	2 495
Motor Vehicle Allowance		1 828	1 896	2 093	2 288	1 940	1 940	2 202	2 367	2 367
Cellphone Allowance		261	323	376	1 235	434	434	926	926	996
Housing Allowances		125	680	1 198	49	709	709			
Other benefits and allowances		78	1	1	284	1	1	1	1	1
Payments in lieu of leave		327								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 913	11 527	15 096	13 949	15 266	15 266	16 718	17 902	19 070
% increase	4		16.3%	31.0%	(7.6%)	9.4%		9.5%	7.1%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		220 978	270 860	331 270	325 227	374 635	374 635	408 439	438 217	470 417
Pension and UIF Contributions		33 821	47 002	65 065	52 394	75 496	75 496	81 454	87 418	93 965
Medical Aid Contributions		17 654	21 263	24 852	34 024	30 879	30 879	32 359	35 595	39 070
Overtime		11 906	16 901	24 243	14 200	19 870	19 870	8 000	8 600	10 091
Performance Bonus										
Motor Vehicle Allowance		10 715	17 937	33 961	30 641	38 415	38 415	39 541	42 290	42 290
Cellphone Allowance		4 250	5 531	8 037	10 296	8 625	8 625	12 624	12 624	13 570
Housing Allowances		1 768	2 387	3 247	10 335	4 274	4 274	1 290	1 290	1 290
Other benefits and allowances		34 038	10 860	12 877	43 971	14 137	14 137	1 754	1 885	2 026
Payments in lieu of leave		15 598	27 150	31 216	9 430	17 047	17 047	11 511	12 374	13 302
Long service awards			2 955			2 432	2 432	6 979	7 903	8 926
Post-retirement benefit obligations		11 185	26 381	22 193	17 021	22 475	22 475	26 188	31 244	37 293
Sub Total - Other Municipal Staff		361 911	449 227	556 961	547 538	608 286	608 286	630 138	679 440	732 241
% increase	4		24.1%	24.0%	(1.7%)	11.1%		3.6%	7.8%	7.8%
Total Parent Municipality		383 387	473 006	585 086	578 320	637 309	637 309	661 882	713 495	768 675
% increase	4		23.4%	23.7%	(1.2%)	10.2%		3.9%	7.8%	7.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		383 387	473 006	585 086	578 320	637 309	637 309	661 882	713 495	768 675
% increase	4		23.4%	23.7%	(1.2%)	10.2%		3.9%	7.8%	7.7%
TOTAL MANAGERS AND STAFF	5	371 824	460 754	572 056	561 487	623 552	623 552	646 856	697 342	751 311

Eastern Cape: Inxuba Yethemba(EC131) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			6 294	6 548	6 753	6 753	6 753	7 327	7 957	8 650
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			6 294	6 548	6 753	6 753	6 753	7 327	7 957	8 650
% increase	4			4.0%	3.1%			8.5%	8.6%	8.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 733	6 220	6 755
Pension and UIF Contributions								684	742	806
Medical Aid Contributions								145	157	171
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								6 562	7 120	7 732
% increase	4								8.5%	8.6%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality			6 294	6 548	6 753	6 753	6 753	13 889	15 077	16 382
% increase	4			4.0%	3.1%			105.7%	8.6%	8.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			6 294	6 548	6 753	6 753	6 753	13 889	15 077	16 382
% increase	4			4.0%	3.1%			105.7%	8.6%	8.7%
TOTAL MANAGERS AND STAFF	5							6 562	7 120	7 732

Eastern Cape: Intsika Yethu(EC135) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 539	12 729		10 332		10 332	11 226	11 922	12 626
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 243		2 243	2 348	2 494	2 641
Cellphone Allowance					973		973	876	931	986
Housing Allowances										
Other benefits and allowances					619		619	12	13	13
Sub Total - Councillors		11 539	12 729		14 167		14 167	14 463	15 359	16 266
% increase	4		10.3%	(100.0%)		(100.0%)		2.1%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								8 514	9 042	9 575
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus								418	444	470
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								8 932	9 486	10 046
% increase	4								6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages					47 705	14 455	103 780	70 023	74 365	78 752
Pension and UIF Contributions					8 692			8 386	8 905	9 431
Medical Aid Contributions					3 197			4 202	4 462	4 725
Overtime										
Performance Bonus					4 014			418	444	470
Motor Vehicle Allowance					6 937			5 534	5 877	6 223
Cellphone Allowance					799			566	601	637
Housing Allowances					2 086			50	54	57
Other benefits and allowances					1 727			5 277	5 604	5 935
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					75 158	14 455	103 780	94 456	100 312	106 230
% increase	4					(80.8%)	618.0%	(9.0%)	6.2%	5.9%
Total Parent Municipality		11 539	12 729		89 325	14 455	117 947	117 851	125 157	132 542
% increase	4		10.3%	(100.0%)		(83.8%)	716.0%	(0.1%)	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		11 539	12 729		89 325	14 455	117 947	117 851	125 157	132 542
% increase	4		10.3%	(100.0%)		(83.8%)	716.0%	(0.1%)	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5				75 158	14 455	103 780	103 388	109 798	116 276

Eastern Cape: Emalahleni (Ec)(EC136) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 101	9 812	10 104	10 739	10 896	10 896	10 947	11 714	12 533
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								780	835	894
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 101	9 812	10 104	10 739	10 896	10 896	11 728	12 549	13 427
% increase	4		7.8%	3.0%	6.3%	1.5%		7.6%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 171	6 371	6 392	6 866	7 146	7 146	7 843	8 628	9 490
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		115	(2 303)	582	97			1 061	1 168	1 284
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				332						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				1 135						
Sub Total - Senior Managers of Municipality		7 285	4 068	8 441	6 963	7 146	7 146	8 905	9 795	10 775
% increase	4		(44.2%)	107.5%	(17.5%)	2.6%		24.6%	10.0%	10.0%
Other Municipal Staff										
Basic Salaries and Wages		26 431	29 907	25 746	33 338	32 795	32 795	38 341	42 115	46 291
Pension and UIF Contributions		3 245	3 780	3 888	6 197	5 467	5 467	6 280	6 900	7 569
Medical Aid Contributions		949	1 298	1 323	2 049	1 932	1 932	2 145	2 357	2 582
Overtime		1 070	1 503	846	993	1 008	1 008	925	1 014	1 113
Performance Bonus				(582)		820	820	1 061	1 168	1 284
Motor Vehicle Allowance		653	884	1 144	2 855	2 299	2 299	2 366	2 603	2 863
Cellphone Allowance		283	468	90	432	188	188	176	193	213
Housing Allowances		140	143	92	490	117	117	65	71	78
Other benefits and allowances		328	430	1 925	560	2 736	2 736	758	833	917
Payments in lieu of leave		369	1 817		1 928			134	148	162
Long service awards		316	241	290	260	260	260	272	300	330
Post-retirement benefit obligations		2 614	2 757	(421)	3 143			587	646	710
Sub Total - Other Municipal Staff		36 399	43 227	34 341	52 244	47 621	47 621	53 111	58 347	64 113
% increase	4		18.8%	(20.6%)	52.1%	(8.8%)		11.5%	9.9%	9.9%
Total Parent Municipality		52 786	57 106	52 886	69 946	65 664	65 664	73 743	80 691	88 314
% increase	4		8.2%	(7.4%)	32.3%	(6.1%)		12.3%	9.4%	9.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		52 786	57 106	52 886	69 946	65 664	65 664	73 743	80 691	88 314
% increase	4		8.2%	(7.4%)	32.3%	(6.1%)		12.3%	9.4%	9.4%
TOTAL MANAGERS AND STAFF	5	43 685	47 295	42 783	59 207	54 768	54 768	62 015	68 142	74 887

Eastern Cape: Engcobo(EC137) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 679	6 779		8 036	8 036	8 036	8 522	9 051	9 585
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 721	2 721	2 721	2 925	3 106	3 289
Cellphone Allowance			546		904	904	904	840	892	945
Housing Allowances										
Other benefits and allowances		2 759	2 715		664	506	506			
Sub Total - Councillors		9 438	10 041		12 325	12 167	12 167	12 287	13 049	13 819
% increase	4		6.4%	(100.0%)		(1.3%)		1.0%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 330	4 036		4 710	4 710	4 710	5 186	5 507	5 832
Pension and UIF Contributions					40	40	40			
Medical Aid Contributions										
Overtime										
Performance Bonus		230	600		300	300	300	330	351	371
Motor Vehicle Allowance			878		1 425	1 425	1 425	1 569	1 666	1 764
Cellphone Allowance			345		115	115	115	126	134	142
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 560	5 860		6 590	6 590	6 590	7 211	7 658	8 110
% increase	4		64.6%	(100.0%)				9.4%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		21 902	19 548		28 807	29 217	29 217	37 865	40 213	42 586
Pension and UIF Contributions		2 988	3 007		6 776	5 934	5 934	6 533	6 939	7 348
Medical Aid Contributions		2 184	2 173		1 196	1 346	1 346	1 482	1 574	1 667
Overtime		484	713		709	709	709	780	829	878
Performance Bonus										
Motor Vehicle Allowance		2 778	1 207		2 429	2 604	2 604	2 868	3 045	3 225
Cellphone Allowance		269	291		365	365	365	402	427	453
Housing Allowances		83	90		100	171	171	188	200	212
Other benefits and allowances		1 956	2 518		404	3	3	4	4	4
Payments in lieu of leave			580		317	229	229	253	268	284
Long service awards		310	85		317	317	317	349	371	393
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 954	30 214		41 422	40 898	40 898	50 725	53 870	57 049
% increase	4		(8.3%)	(100.0%)		(1.3%)		24.0%	6.2%	5.9%
Total Parent Municipality		45 952	46 114		60 337	59 654	59 654	70 224	74 577	78 977
% increase	4		0.4%	(100.0%)		(1.1%)		17.7%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 952	46 114		60 337	59 654	59 654	70 224	74 577	78 977
% increase	4		0.4%	(100.0%)		(1.1%)		17.7%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	36 514	36 073		48 012	47 487	47 487	57 937	61 529	65 159

Eastern Cape: Sakhisizwe(EC138) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 553	3 607	3 988	4 781	4 781	4 781	5 116	5 412	5 726
Pension and UIF Contributions										
Medical Aid Contributions		67	82	110						
Motor Vehicle Allowance		1 063	785	500	984	984	984	984	1 041	1 102
Cellphone Allowance		229	336	234	397	397	397	397	420	444
Housing Allowances										
Other benefits and allowances		42	62	47						
Sub Total - Councillors		4 954	4 872	4 879	6 162	6 162	6 162	6 496	6 873	7 272
% increase	4		(1.7%)	0.1%	26.3%			5.4%	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 300	4 110	5 467	6 007	6 007	6 007	6 150	6 507	6 884
Pension and UIF Contributions		241	270	327	484	484	484	492	521	551
Medical Aid Contributions		114	96	111	161	161	161	161	171	181
Overtime		316	234	261	264	264	264	264	279	296
Performance Bonus		32	113	60	69	69	69	69	73	77
Motor Vehicle Allowance		82	82	159	82	82	82	82	86	91
Cellphone Allowance		1 660	664	241	640	640	640	640	677	716
Housing Allowances		549	61	74	40	40	40	42	44	47
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 293	5 629	6 699	7 747	7 747	7 747	7 900	8 359	8 843
% increase	4		(10.5%)	19.0%	15.6%			2.0%	5.8%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		17 506	18 561	16 106	19 210	19 210	19 210	20 541	21 733	22 993
Pension and UIF Contributions		1 980	2 389	2 268	2 519	2 519	2 519	2 695	2 851	3 017
Medical Aid Contributions		1 364	2 349	1 722	1 509	1 509	1 509	1 509	1 596	1 689
Overtime		25	34	25	17	17	17	17	18	19
Performance Bonus		11	10	2	5	5	5	5	5	5
Motor Vehicle Allowance										
Cellphone Allowance		2 317	2 010	1 167	1 128	1 128	1 128	1 128	1 193	1 263
Housing Allowances					43	43	43	43	46	49
Other benefits and allowances		528	1 249	364	444	444	444	471	499	528
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		23 731	26 602	21 654	24 875	24 875	24 875	26 409	27 941	29 561
% increase	4		12.1%	(18.6%)	14.9%			6.2%	5.8%	5.8%
Total Parent Municipality		34 978	37 103	33 232	38 784	38 784	38 784	40 805	43 172	45 676
% increase	4		6.1%	(10.4%)	16.7%			5.2%	5.8%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 978	37 103	33 232	38 784	38 784	38 784	40 805	43 172	45 676
% increase	4		6.1%	(10.4%)	16.7%			5.2%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	30 024	32 232	28 353	32 622	32 622	32 622	34 309	36 299	38 405

Eastern Cape: Enoch Mgijima(EC139) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Eastern Cape: Chris Hani(DC13) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 918	4 364		6 611	6 554		7 078	7 503	7 953
Pension and UIF Contributions			172		143	143		155	164	174
Medical Aid Contributions			870		1 373	1 373		1 482	1 571	1 666
Motor Vehicle Allowance					2 354	2 354		2 721	2 884	3 057
Cellphone Allowance					442	442		518	549	582
Housing Allowances			1 633							
Other benefits and allowances			291							
Sub Total - Councillors		7 918	7 331		10 923	10 866		11 954	12 671	13 431
% increase	4		(7.4%)	(100.0%)		(0.5%)	(100.0%)		6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 542	5 424	6 507	6 507		6 153	6 522	6 913
Pension and UIF Contributions					1 138	1 138				
Medical Aid Contributions			945	355	390	390		403	427	452
Overtime										
Performance Bonus			263	348	981	981		394	418	443
Motor Vehicle Allowance			1 606	1 971	1 484	1 484		2 236	2 370	2 512
Cellphone Allowance					226	226				
Housing Allowances					66	66				
Other benefits and allowances			438	366	98	98		415	439	466
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 794	8 464	10 891	10 891		9 600	10 176	10 787
% increase	4			24.6%	28.7%		(100.0%)		6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages			71 097	78 631	158 638	178 164		203 930	216 166	229 136
Pension and UIF Contributions			590	655	26 445	26 445		27 688	29 350	31 110
Medical Aid Contributions			2 818	4 072	12 632	12 632		9 838	10 428	11 054
Overtime			1 164	1 298	3 576	3 576		3 197	3 389	3 592
Performance Bonus			4 859	6 458	10 435	10 435		10 923	11 578	12 273
Motor Vehicle Allowance			11 505	13 933	24 626	24 626		20 053	21 256	22 532
Cellphone Allowance					2 333	2 333				
Housing Allowances			979	1 084	3 323	3 323		2 514	2 665	2 825
Other benefits and allowances			14 068	14 354	3 998	5 057		21 575	22 870	24 242
Payments in lieu of leave			2 304	2 797				324	343	364
Long service awards			(13)	63	2 247	2 247		233	247	262
Post-retirement benefit obligations			6 401	2 406	78	2 020		2 136	2 264	2 400
Sub Total - Other Municipal Staff			115 772	125 751	248 329	270 855		302 411	320 556	339 789
% increase	4			8.6%	97.5%	9.1%	(100.0%)		6.0%	6.0%
Total Parent Municipality		7 918	129 896	134 215	270 143	292 612		323 965	343 403	364 007
% increase	4		1540.5%	3.3%	101.3%	8.3%	(100.0%)		6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		456	844	2 388	2 720	1 252	2 505	3 384	3 621	3 874
Pension and UIF Contributions					272	136	272	254	291	272
Medical Aid Contributions					136			182	195	208
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance						370	741	198	212	227
Housing Allowances				9	57	388	776	2 759	2 946	3 166
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		456	844	2 398	3 185	2 146	4 292	6 777	7 264	7 747
% increase	4		85.0%	184.2%	32.9%	(32.6%)	100.0%	57.9%	7.2%	6.6%
Other Staff of Entities										
Basic Salaries and Wages		323	2 007	3 609	5 280	1 252	2 505	6 569	7 029	7 521
Pension and UIF Contributions				157	528	122	243	493	564	527
Medical Aid Contributions				36	264	119	238	353	378	404
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								198	212	227
Housing Allowances						143	285	2 984	3 168	3 440
Other benefits and allowances				190	111	77	154	5 481	5 856	6 283
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		323	2 007	3 992	6 183	1 713	3 425	16 077	17 207	18 402
% increase	4		522.0%	99.0%	54.9%	(72.3%)	100.0%	369.3%	7.0%	6.9%
Total Municipal Entities		779	2 850	6 390	9 368	3 859	7 718	22 854	24 471	26 149
TOTAL SALARY, ALLOWANCES & BENEFITS		8 697	132 746	140 605	279 511	296 471	7 718	346 819	367 874	390 156
% increase	4		1426.4%	5.9%	98.8%	6.1%	(97.4%)	4393.8%	6.1%	6.1%
TOTAL MANAGERS AND STAFF	5	779	125 416	140 605	268 588	285 605	7 718	334 866	355 203	376 725

Eastern Cape: Elundini(EC141) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 130	6 477	7 228	9 625	7 213	7 213	7 646	8 196	8 762
Pension and UIF Contributions		64	94		104					
Medical Aid Contributions					83					
Motor Vehicle Allowance		2 048		2 062	1 894	2 843	2 843	3 013	3 230	3 453
Cellphone Allowance		413	724	1 347	613	710	710	882	945	1 011
Housing Allowances										
Other benefits and allowances		56	2 239	92	81	122	122			
Sub Total - Councillors		8 711	9 534	10 729	12 400	10 888	10 888	11 541	12 372	13 225
% increase	4		9.4%	12.5%	15.6%	(12.2%)		6.0%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 489	3 661		4 137	4 354	4 354	4 705	5 044	5 392
Pension and UIF Contributions		9	154		174	201	201	193	206	221
Medical Aid Contributions			68		77	176	176	188	201	215
Overtime										
Performance Bonus			761		860	610	610	652	699	747
Motor Vehicle Allowance		554	1 832		2 069	1 235	1 235	1 321	1 416	1 514
Cellphone Allowance		902								
Housing Allowances		48	380							
Other benefits and allowances		334	394		430	882	882	571	612	654
Payments in lieu of leave					445					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 336	7 250		8 192	7 458	7 458	7 630	8 179	8 744
% increase	4		35.9%	(100.0%)		(9.0%)		2.3%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		30 263	25 141	38 366	40 562	44 125	44 125	45 068	48 313	51 647
Pension and UIF Contributions		5 148	1 675	5 989		9 551	9 551	9 445	10 125	10 824
Medical Aid Contributions		2 412	2 741	3 327	3 173	6 996	6 996	7 529	8 071	8 628
Overtime		60		1 851	149	1 584	1 584	1 703	1 825	1 951
Performance Bonus			744	37	840	1 349	1 349	1 455	1 560	1 667
Motor Vehicle Allowance		2 569	118	15 432	5 239	4 325	4 325	7 785	8 346	8 922
Cellphone Allowance			191	118		710	710	763	818	875
Housing Allowances		885	619	1 764	1 129	331	331	357	383	409
Other benefits and allowances		8 404	16 180	1 518	3 353	1 891	1 891	2 727	2 923	3 125
Payments in lieu of leave			295		333	333	333	254	272	291
Long service awards			238	149	270	270	270	56	60	64
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		49 741	47 942	68 551	55 048	71 464	71 464	77 142	82 696	88 403
% increase	4		(3.6%)	43.0%	(19.7%)	29.8%		7.9%	7.2%	6.9%
Total Parent Municipality		63 788	64 726	79 280	75 640	89 810	89 810	96 313	103 247	110 372
% increase	4		1.5%	22.5%	(4.6%)	18.7%		7.2%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 788	64 726	79 280	75 640	89 810	89 810	96 313	103 247	110 372
% increase	4		1.5%	22.5%	(4.6%)	18.7%		7.2%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	55 077	55 192	68 551	63 240	78 922	78 922	84 772	90 876	97 147

Eastern Cape: Senqu(EC142) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 151	6 525	7 016	10 520	10 520	10 520	11 257	12 045	12 888
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		461	497	772	986	986	986	1 055	1 129	1 208
Housing Allowances										
Other benefits and allowances		2 246	2 557	2 611	222	222	222	238	254	272
Sub Total - Councillors		8 858	9 580	10 399	11 729	11 729	11 729	12 550	13 428	14 368
% increase	4		8.2%	8.5%	12.8%			7.0%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 954	6 357	6 811	7 749	7 749	7 749	8 292	8 872	9 493
Pension and UIF Contributions		113	11	11	89	89	89	95	102	109
Medical Aid Contributions										
Overtime										
Performance Bonus			1 872	1 271	1 490	1 490	1 490	1 594	1 705	1 825
Motor Vehicle Allowance		324	320	320						
Cellphone Allowance		82	84	84	91	91	91	97	104	111
Housing Allowances		8								
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 479	8 644	8 497	9 419	9 419	9 419	10 078	10 784	11 539
% increase	4		33.4%	(1.7%)	10.8%			7.0%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		21 674	26 755	30 334	36 995	38 836	38 836	41 698	44 616	47 740
Pension and UIF Contributions		3 999	4 163	4 941	7 029	7 108	7 108	7 637	8 171	8 743
Medical Aid Contributions		1 431	1 786	2 117	10 333	4 656	4 656	4 943	5 290	5 660
Overtime		483	719	1 004						
Performance Bonus		2 994	2 008	2 928	4 705	4 864	4 864	5 225	5 591	5 982
Motor Vehicle Allowance										
Cellphone Allowance		23	208	273	277	347	347	453	484	518
Housing Allowances		23	15	15	26	168	168	190	203	217
Other benefits and allowances		536	670	606	880	883	883	1 428	1 511	1 600
Payments in lieu of leave		530	1 497	1 610						
Long service awards		209	256	262	285	285	285	306	327	350
Post-retirement benefit obligations		1 637	1 679	1 908	2 149	2 149	2 149	2 303	2 464	2 637
Sub Total - Other Municipal Staff		33 538	39 756	45 999	62 680	59 296	59 296	64 181	68 657	73 446
% increase	4		18.5%	15.7%	36.3%	(5.4%)		8.2%	7.0%	7.0%
Total Parent Municipality		48 876	57 980	64 895	83 827	80 444	80 444	86 810	92 869	99 353
% increase	4		18.6%	11.9%	29.2%	(4.0%)		7.9%	7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 876	57 980	64 895	83 827	80 444	80 444	86 810	92 869	99 353
% increase	4		18.6%	11.9%	29.2%	(4.0%)		7.9%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	40 018	48 400	54 496	72 099	68 715	68 715	74 260	79 441	84 985

Eastern Cape: Walter Sisulu(EC145) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								5 764	6 153	6 549
Pension and UIF Contributions								122	131	140
Medical Aid Contributions								140	150	161
Motor Vehicle Allowance								808	862	917
Cellphone Allowance								530	565	602
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								7 365	7 862	8 368
% increase	4								6.7%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								3 504	3 738	253
Pension and UIF Contributions								13	14	15
Medical Aid Contributions								118	126	134
Overtime										
Performance Bonus								39	41	44
Motor Vehicle Allowance								873	931	991
Cellphone Allowance								76	81	86
Housing Allowances										
Other benefits and allowances								801	855	910
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								5 423	5 786	2 432
% increase	4								6.7%	(58.0%)
Other Municipal Staff										
Basic Salaries and Wages								62 074	66 288	74 315
Pension and UIF Contributions								10 964	11 684	12 436
Medical Aid Contributions								3 280	3 494	3 717
Overtime								583	619	656
Performance Bonus										
Motor Vehicle Allowance								2 032	2 611	2 785
Cellphone Allowance								15	373	398
Housing Allowances								824	879	934
Other benefits and allowances								2 986	3 195	3 399
Payments in lieu of leave										
Long service awards								55	58	61
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								82 813	89 200	98 702
% increase	4								7.7%	10.7%
Total Parent Municipality								95 601	102 849	109 503
% increase	4								7.6%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								95 601	102 849	109 503
% increase	4								7.6%	6.5%
TOTAL MANAGERS AND STAFF	5							88 236	94 987	101 135

Eastern Cape: Joe Gqabi(DC14) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								4 074	4 264	4 473
Pension and UIF Contributions								602	630	661
Medical Aid Contributions								213	223	234
Motor Vehicle Allowance								1 577	1 650	1 731
Cellphone Allowance								244	255	268
Housing Allowances								235	246	258
Other benefits and allowances								50	53	55
Sub Total - Councillors								6 995	7 320	7 679
% increase	4								4.6%	4.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								7 066	7 575	8 022
Pension and UIF Contributions								415	445	471
Medical Aid Contributions								136	145	154
Overtime										
Performance Bonus								589	589	589
Motor Vehicle Allowance								635	681	721
Cellphone Allowance								118	127	134
Housing Allowances								194	194	194
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								9 153	9 756	10 285
% increase	4								6.6%	5.4%
Other Municipal Staff										
Basic Salaries and Wages								142 827	152 935	161 854
Pension and UIF Contributions								19 887	21 290	22 813
Medical Aid Contributions								10 164	10 860	11 486
Overtime								7 625	8 174	8 656
Performance Bonus										
Motor Vehicle Allowance								2 640	2 830	2 997
Cellphone Allowance								1 447	1 550	1 642
Housing Allowances								815	874	925
Other benefits and allowances								4 132	4 429	4 690
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								189 536	202 942	215 063
% increase	4								7.1%	6.0%
Total Parent Municipality								205 684	220 018	233 027
% increase	4								7.0%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								205 684	220 018	233 027
% increase	4								7.0%	5.9%
TOTAL MANAGERS AND STAFF	5							198 689	212 697	225 348

Eastern Cape: Ngquza Hills(EC153) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 969	14 947	16 917	17 417		17 417	18 549	19 848	21 237
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 969	14 947	16 917	17 417		17 417	18 549	19 848	21 237
% increase	4		7.0%	13.2%	3.0%	(100.0%)		6.5%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666
% increase	4		5.0%	15.1%	7.9%	(100.0%)		12.6%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		87 094	91 728	105 328	112 792		112 792	125 984	133 705	141 903
% increase	4		5.3%	14.8%	7.1%	(100.0%)		11.7%	6.1%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		87 094	91 728	105 328	112 792		112 792	125 984	133 705	141 903
% increase	4		5.3%	14.8%	7.1%	(100.0%)		11.7%	6.1%	6.1%
TOTAL MANAGERS AND STAFF	5	73 125	76 781	88 411	95 375		95 375	107 435	113 857	120 666

Eastern Cape: Port St Johns(EC154) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			6 705	7 133	1 544	1 544	1 544	1 652	1 660	1 769
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 182	2 321	2 574	2 574	2 574	2 754	2 947	3 153
Cellphone Allowance			480	510	510	510	510	546	584	625
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			9 367	9 965	4 629	4 629	4 629	4 953	5 191	5 547
% increase	4			6.4%	(53.6%)			7.0%	4.8%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			1 500	1 500	4 968	4 968	4 968	5 316	5 688	6 086
Pension and UIF Contributions			11	11	275	275	275	294	315	337
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			4 501	4 501	1 181	1 181	1 181	1 264	1 353	1 447
Cellphone Allowance										
Housing Allowances					99	99	99	106	114	122
Other benefits and allowances					409	409	409	438	469	501
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 012	6 012	6 933	6 933	6 933	7 418	7 937	8 493
% increase	4				15.3%			7.0%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages			19 516	20 938	23 032	23 032	23 032	42 752	42 383	50 605
Pension and UIF Contributions			5 472	5 871	6 458	6 458	6 458	5 651	5 683	5 716
Medical Aid Contributions			3 444	3 817	4 199	4 199	4 199	4 447	4 612	4 647
Overtime			2 843	3 050	3 356	3 356	3 356	684	688	692
Performance Bonus										
Motor Vehicle Allowance			760	815	897	897	897			
Cellphone Allowance										
Housing Allowances			200	215	236	236	236			
Other benefits and allowances			203	218	239	239	239	1 958	1 969	1 981
Payments in lieu of leave			99	106	116	116	116			
Long service awards			895	961	1 057	1 057	1 057			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			33 433	35 991	39 590	39 590	39 590	55 490	55 336	63 640
% increase	4			7.6%	10.0%			40.2%	(0.3%)	15.0%
Total Parent Municipality			48 812	51 967	51 151	51 151	51 151	67 861	68 464	77 680
% increase	4			6.5%	(1.6%)			32.7%	0.9%	13.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			48 812	51 967	51 151	51 151	51 151	67 861	68 464	77 680
% increase	4			6.5%	(1.6%)			32.7%	0.9%	13.5%
TOTAL MANAGERS AND STAFF	5		39 445	42 003	46 523	46 523	46 523	62 909	63 273	72 133

Eastern Cape: Nyandeni(EC155) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		15 062	15 983	17 014	16 831	17 398	17 398	18 113	19 200	20 352
Pension and UIF Contributions					173	173	173	186	197	209
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					453	453	453	487	516	547
Sub Total - Councillors		15 062	15 983	17 014	17 457	18 024	18 024	18 785	19 913	21 107
% increase	4		6.1%	6.4%	2.6%	3.2%		4.2%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 371	3 729	4 327	18 486	17 918	17 918	8 119	8 606	9 123
Pension and UIF Contributions		539	775	1 078	1 953	1 953	1 953	212	225	239
Medical Aid Contributions					651	651	651			
Overtime										
Performance Bonus					1 438	1 438	1 438	812	861	912
Motor Vehicle Allowance		1 326	1 488	1 449						
Cellphone Allowance										
Housing Allowances					155	155	155			
Other benefits and allowances					485	485	485			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 236	5 991	6 854	23 168	22 600	22 600	9 143	9 692	10 273
% increase	4		14.4%	14.4%	238.0%	(2.4%)		(59.5%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		33 307	44 877	48 989	48 614	48 114	48 114	64 413	68 278	72 375
Pension and UIF Contributions		2 837	4 001	5 389	8 892	8 892	8 892	13 477	14 286	15 143
Medical Aid Contributions		6 900	7 864	6 437	12 330	12 330	12 330	13 864	14 695	15 577
Overtime		3 401	4 804	6 647	50	50	50	4 021	4 263	4 519
Performance Bonus					4 051	4 051	4 051			
Motor Vehicle Allowance		4 563	4 484	7 720	3 068	3 068	3 068	4 662	4 942	5 238
Cellphone Allowance										
Housing Allowances		2 207	3 116	4 977	2 949	2 949	2 949	3 103	3 290	3 487
Other benefits and allowances		1 395	2 920	3 464	3 568	3 568	3 568			
Payments in lieu of leave		167	1 251	1 176						
Long service awards		545	529	496	328	328	328	185	196	208
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		55 323	73 845	85 295	83 849	83 349	83 349	103 726	109 949	116 546
% increase	4		33.5%	15.5%	(1.7%)	(0.6%)		24.4%	6.0%	6.0%
Total Parent Municipality		75 621	95 819	109 164	124 474	123 974	123 974	131 655	139 554	147 927
% increase	4		26.7%	13.9%	14.0%	(0.4%)		6.2%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		75 621	95 819	109 164	124 474	123 974	123 974	131 655	139 554	147 927
% increase	4		26.7%	13.9%	14.0%	(0.4%)		6.2%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	60 559	79 836	92 149	107 017	105 950	105 950	112 869	119 641	126 820

Eastern Cape: Mhlontlo(EC156) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 589	8 693	10 820	14 682	11 000	11 000	11 826	12 559	13 300
Pension and UIF Contributions			16	60		147	147	1	1	1
Medical Aid Contributions		69	89	68						
Motor Vehicle Allowance			2 983	2 888	3 670	3 667	3 667	3 942	4 186	4 433
Cellphone Allowance		659	1 082	1 298	1 181	1 272	1 272	1 368	1 453	1 538
Housing Allowances										
Other benefits and allowances		2 999	55	139		768	768	156	166	176
Sub Total - Councillors		13 316	12 918	15 273	19 533	16 854	16 854	17 293	18 365	19 448
% increase	4		(3.0%)	18.2%	27.9%	(13.7%)		2.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 778	3 937	4 073	3 889	3 889	3 889	3 789	4 024	4 262
Pension and UIF Contributions			604	281	49	49	49	18	19	20
Medical Aid Contributions		482								
Overtime										
Performance Bonus										
Motor Vehicle Allowance		556	803	892	1 507	1 507	1 507	1 507	1 600	1 695
Cellphone Allowance			125	14						
Housing Allowances		107	66	243	773	773	773	773	821	869
Other benefits and allowances		94	186					130	138	147
Payments in lieu of leave			114							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 018	5 835	5 503	6 218	6 218	6 218	6 217	6 603	6 992
% increase	4		45.2%	(5.7%)	13.0%				6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		24 249	28 604	36 129	39 155	42 619	42 619	44 937	46 826	48 206
Pension and UIF Contributions		4 140	4 117	5 030	7 000	7 204	7 204	7 784	8 473	9 289
Medical Aid Contributions		2 784	4 211	4 409	8 988	5 064	5 064	5 307	5 794	6 381
Overtime		1 544	2 063	2 273						
Performance Bonus										
Motor Vehicle Allowance		5 118	4 471	5 276	6 535	6 388	6 388	7 096	7 887	8 893
Cellphone Allowance			554	647	869	883	883	951	1 048	1 168
Housing Allowances		1 736	2 037	2 004	2 328	2 487	2 487	2 732	2 942	3 178
Other benefits and allowances		6 875	4 468	3 686	5 197	8 397	8 397	7 861	8 451	9 109
Payments in lieu of leave		423	1 578	2 235	3 710	3 710	3 710	4 281	4 546	4 814
Long service awards		420	224	318						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		47 289	52 327	62 009	73 782	76 752	76 752	80 948	85 966	91 038
% increase	4		10.7%	18.5%	19.0%	4.0%		5.5%	6.2%	5.9%
Total Parent Municipality		64 623	71 080	82 784	99 533	99 824	99 824	104 458	110 934	117 479
% increase	4		10.0%	16.5%	20.2%	0.3%		4.6%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 623	71 080	82 784	99 533	99 824	99 824	104 458	110 934	117 479
% increase	4		10.0%	16.5%	20.2%	0.3%		4.6%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	51 307	58 162	67 512	79 999	82 969	82 969	87 165	92 569	98 031

Eastern Cape: King Sabata Dalindyebo(EC157) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		12 719	13 279	15 515	16 198	16 847	16 847	17 341	18 382	19 485
Pension and UIF Contributions		96								
Medical Aid Contributions		(183)						83	88	93
Motor Vehicle Allowance		3 978	4 187	4 588	4 790	4 790	4 790	5 430	5 756	6 102
Cellphone Allowance		911	1 585	1 073	1 120	1 120	1 120	1 817	1 926	2 041
Housing Allowances				150	157	157	157	103	110	116
Other benefits and allowances				210	219	219	219	116	123	0
Sub Total - Councillors		17 521	19 052	21 536	22 483	23 133	23 133	24 890	26 384	27 837
% increase	4		8.7%	13.0%	4.4%	2.9%		7.6%	6.0%	5.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 367	16 092	9 933	10 370	10 370	10 370	11 158	11 827	12 537
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 367	16 092	9 933	10 370	10 370	10 370	11 158	11 827	12 537
% increase	4		268.5%	(38.3%)	4.4%			7.6%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		136 981	158 245	191 666	195 755	187 671	187 671	214 804	227 693	241 355
Pension and UIF Contributions		19 626	24 055	27 808	29 719	28 918	28 918	32 838	34 808	36 896
Medical Aid Contributions		16 506	16 325	19 724	21 262	22 409	22 409	24 739	26 223	27 797
Overtime		10 866	8 896	13 796	12 314	10 497	10 497	14 368	15 230	16 144
Performance Bonus		9 544	413	117	174	90	90	181	192	203
Motor Vehicle Allowance		9 518	5 949	8 106	9 216	8 337	8 337	10 683	11 324	12 004
Cellphone Allowance			492	678	750	734	734	915	969	1 028
Housing Allowances		12 565	13 414	16 656	17 519	17 594	17 594	19 746	20 931	22 186
Other benefits and allowances		18 724	17 095	21 237	27 122	26 112	26 112	32 338	34 278	36 335
Payments in lieu of leave		1 205	10 456	11 694	12 327	12 162	12 162	14 664	15 544	16 476
Long service awards		4 050	3 849	5 104	5 382	5 403	5 403	6 048	6 411	6 796
Post-retirement benefit obligations		4 431	464	495						
Sub Total - Other Municipal Staff		244 016	259 652	317 081	331 540	319 928	319 928	371 323	393 603	417 219
% increase	4		6.4%	22.1%	4.6%	(3.5%)		16.1%	6.0%	6.0%
Total Parent Municipality		265 904	294 796	348 550	364 393	353 431	353 431	407 372	431 814	457 593
% increase	4		10.9%	18.2%	4.5%	(3.0%)		15.3%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		265 904	294 796	348 550	364 393	353 431	353 431	407 372	431 814	457 593
% increase	4		10.9%	18.2%	4.5%	(3.0%)		15.3%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	248 383	275 744	327 014	341 910	330 298	330 298	382 481	405 430	429 756

Eastern Cape: O .R. Tambo(DC15) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 906	8 953		12 685	12 444	12 444	13 440	14 448	15 532
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 350		4 036	4 953	4 953	5 349	5 750	6 182
Cellphone Allowance			527		998	501	501	541	581	625
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 906	11 829		17 720	17 898	17 898	19 330	20 780	22 338
% increase	4		(14.9%)	(100.0%)		1.0%		8.0%	7.5%	7.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		16 178	9 137		16 774	14 710	14 710	16 785	18 044	19 397
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		5 780	1 329		1 043	1 279	1 279	966	1 038	1 116
Cellphone Allowance			318		395	336	336	395	425	457
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		21 958	10 783		18 212	16 325	16 325	18 146	19 507	20 970
% increase	4		(50.9%)	(100.0%)		(10.4%)		11.2%	7.5%	7.5%
Other Municipal Staff										
Basic Salaries and Wages		128 533	210 366	263 954	247 180	271 215	271 215	274 147	294 472	316 419
Pension and UIF Contributions		27 225	33 138	26 611	26 611	24 689	24 689	26 527	28 388	30 493
Medical Aid Contributions			7 475	11 689	11 689	11 069	11 069	11 931	12 560	13 489
Overtime		8 173	11 089	7 710	7 710	8 210	8 210	8 210	8 818	9 472
Performance Bonus										
Motor Vehicle Allowance		30 597	10 778	12 179	11 136	16 964	16 964	13 381	12 549	13 486
Cellphone Allowance			645	877	482	1 017	1 017	514	959	1 030
Housing Allowances		7 975	9 111	10 568	10 568	9 844	9 844	10 606	11 367	12 209
Other benefits and allowances			5 204	3 303	3 303	4 752	4 752	4 861	5 138	5 522
Payments in lieu of leave		7 135	4 288							
Long service awards				349	349	349	349	349	375	404
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		209 637	292 094	337 240	319 028	348 110	348 110	350 526	374 627	402 524
% increase	4		39.3%	15.5%	(5.4%)	9.1%		0.7%	6.9%	7.4%
Total Parent Municipality		245 501	314 706	337 240	354 959	382 333	382 333	388 003	414 914	445 832
% increase	4		28.2%	7.2%	5.3%	7.7%		1.5%	6.9%	7.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		361	330		500			700	720	750
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		361	330		500			700	720	750
% increase	4		(8.6%)	(100.0%)		(100.0%)			2.9%	4.2%
Senior Managers of Entities										
Basic Salaries and Wages		4 391	4 715		5 373			5 363	5 738	6 140
Pension and UIF Contributions		485	501		571			660	706	756
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		648	633		721			638	682	730
Cellphone Allowance								189	202	216
Housing Allowances										
Other benefits and allowances								59	63	68
Payments in lieu of leave			565		644					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		5 524	6 415		7 310			6 908	7 392	7 909
% increase	4		16.1%	(100.0%)		(100.0%)			7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages		10 431	9 587		9 887			14 326	15 286	16 362
Pension and UIF Contributions		1 524	1 923		2 191			1 648	1 763	1 887
Medical Aid Contributions										
Overtime										
Performance Bonus					200					
Motor Vehicle Allowance		3 169	2 558		3 817			1 821	1 949	2 085
Cellphone Allowance								622	666	712
Housing Allowances										
Other benefits and allowances		1 228	258					763	817	874
Payments in lieu of leave		9	246		586					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		16 362	14 571		16 681			19 181	20 481	21 920
% increase	4		(10.9%)	(100.0%)		(100.0%)			6.8%	7.0%
Total Municipal Entities		22 248	21 316		24 491			26 789	28 592	30 579
TOTAL SALARY, ALLOWANCES & BENEFITS		267 749	336 022	337 240	379 450	382 333	382 333	414 792	443 507	476 411
% increase	4		25.5%	0.4%	12.5%	0.8%		8.5%	6.9%	7.4%
TOTAL MANAGERS AND STAFF	5	253 482	323 863	337 240	361 231	364 435	364 435	394 762	422 007	453 323

Eastern Cape: Matatiele(EC441) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 095	9 743	10 479	10 464	10 754	10 754	11 478	12 052	12 052
Pension and UIF Contributions		344	319	331	337	337	337	515	541	541
Medical Aid Contributions		329	301	351	122	422	422	119	125	125
Motor Vehicle Allowance		901	800	855	876	876	876	1 333	1 399	1 399
Cellphone Allowance		689	1 069	1 068	1 149	1 149	1 149	1 174	1 233	1 233
Housing Allowances		2 541	2 574	2 854	2 942	2 942	2 942	4 063	4 266	4 266
Other benefits and allowances										
Sub Total - Councillors		13 900	14 807	15 937	15 891	16 481	16 481	18 682	19 616	19 616
% increase	4		6.5%	7.6%	(0.3%)	3.7%		13.4%	5.0%	
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		42 356	51 262	57 700	71 293	66 693	66 693	68 903	71 907	76 725
Pension and UIF Contributions		4 346	5 331	6 684	8 148	8 298	8 298	9 847	10 329	11 152
Medical Aid Contributions		1 899	1 504	1 885	4 533	4 533	4 533	3 259	3 433	3 705
Overtime		1 478	2 054	1 566	935	2 015	2 015	1 485	1 597	1 724
Performance Bonus				68						
Motor Vehicle Allowance		2 043	2 727	3 084	2 923	2 991	2 991	2 845	2 886	3 108
Cellphone Allowance										
Housing Allowances		803	1 015	1 397	2 657	2 257	2 257	2 063	3 022	4 919
Other benefits and allowances		3 161	2 554	3 084	6 221	5 904	5 904	6 275	6 598	7 099
Payments in lieu of leave		1 145	2 152	402	1 200	1 200	1 200	2 000	2 100	2 205
Long service awards										
Post-retirement benefit obligations		164	516	1 557	6 410	3 160	3 160	4 250	4 463	4 686
Sub Total - Other Municipal Staff		57 395	69 115	77 426	104 321	97 051	97 051	100 927	106 335	115 322
% increase	4		20.4%	12.0%	34.7%	(7.0%)		4.0%	5.4%	8.5%
Total Parent Municipality		71 295	83 921	93 363	120 212	113 532	113 532	119 608	125 951	134 938
% increase	4		17.7%	11.3%	28.8%	(5.6%)		5.4%	5.3%	7.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		71 295	83 921	93 363	120 212	113 532	113 532	119 608	125 951	134 938
% increase	4		17.7%	11.3%	28.8%	(5.6%)		5.4%	5.3%	7.1%
TOTAL MANAGERS AND STAFF	5	57 395	69 115	77 426	104 321	97 051	97 051	100 927	106 335	115 322

Eastern Cape: Umzimvubu(EC442) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 220	7 121	7 292	7 492	7 492	7 492	8 061	8 529	9 024
Pension and UIF Contributions			980	1 087	1 155	1 155	1 155	1 243	1 315	1 392
Medical Aid Contributions			343	394	419	419	419	451	477	504
Motor Vehicle Allowance			3 192	3 375	3 588	3 588	3 588	3 860	4 084	4 321
Cellphone Allowance			105							
Housing Allowances			2 022	2 437	2 591	2 591	2 591	2 787	2 949	3 120
Other benefits and allowances			86	2 038	2 166	2 166	2 166	2 331	2 466	2 609
Sub Total - Councillors		13 220	13 848	16 623	17 411	17 411	17 411	18 734	19 821	20 970
% increase	4		4.7%	20.0%	4.7%			7.6%	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 760	3 896	4 230	3 496	3 496	3 496	3 762	3 980	4 211
Pension and UIF Contributions		188	306	491	522	522	522	562	594	629
Medical Aid Contributions		48	47	121	129	129	129	138	146	155
Overtime										
Performance Bonus		271	367	671	714	714	714	768	812	860
Motor Vehicle Allowance		773	980	999	1 062	1 062	1 062	1 143	1 209	1 279
Cellphone Allowance										
Housing Allowances		537	837	691	735	735	735	790	836	885
Other benefits and allowances		292	264	348	370	370	370	398	421	446
Payments in lieu of leave				299	318	318	318	342	362	383
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 869	6 696	7 850	7 344	7 344	7 344	7 903	8 361	8 846
% increase	4		37.5%	17.2%	(6.4%)			7.6%	5.8%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		21 428	24 037	39 330	28 120	28 120	31 582	34 153	36 133	38 229
Pension and UIF Contributions		2 466	3 011	3 428	3 644	3 644	3 544	3 813	4 034	4 268
Medical Aid Contributions		2 428	2 061	6 953	6 391	6 391	6 391	6 877	7 276	7 698
Overtime										
Performance Bonus		457	478	1 297						
Motor Vehicle Allowance		2 870	2 805	2 617	2 782	2 782	2 782	2 993	3 167	3 351
Cellphone Allowance			269							
Housing Allowances		1 149	1 241	2 160	2 296	2 296	2 296	2 471	2 614	2 765
Other benefits and allowances		2 789	3 057	3 213	2 415	2 415	2 415	2 599	2 749	2 909
Payments in lieu of leave		1 159	933	370	393	393	393	423	448	474
Long service awards		231	55	185	159	159	159	171	181	191
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		34 976	37 948	59 553	46 199	46 199	49 561	53 499	56 602	59 885
% increase	4		8.5%	56.9%	(22.4%)		7.3%	7.9%	5.8%	5.8%
Total Parent Municipality		53 065	58 492	84 026	70 955	70 955	74 317	80 136	84 784	89 701
% increase	4		10.2%	43.7%	(15.6%)		4.7%	7.8%	5.8%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		53 065	58 492	84 026	70 955	70 955	74 317	80 136	84 784	89 701
% increase	4		10.2%	43.7%	(15.6%)		4.7%	7.8%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	39 845	44 644	67 403	53 544	53 544	56 906	61 402	64 963	68 731

Eastern Cape: Mbizana(EC443) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 244	11 157	11 967	13 186	13 186	11 836	14 046	15 057	16 096
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 977	3 448	3 839	4 095	4 095	4 250	6 424	6 887	7 362
Cellphone Allowance		757	899	1 323	1 438	1 438	1 321	1 426	1 529	1 634
Housing Allowances										
Other benefits and allowances		1 059	834	767	818	818	1 448	1 289	1 382	1 478
Sub Total - Councillors		15 037	16 338	17 895	19 537	19 537	18 856	23 186	24 855	26 570
% increase	4		8.7%	9.5%	9.2%		(3.5%)	23.0%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 813	3 392	4 248	3 983	3 983	3 983	4 262	4 526	4 793
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		762	528							
Cellphone Allowance					177	177	177	190	202	213
Housing Allowances										
Other benefits and allowances				2 184	2 041	2 041	2 041	2 184	2 319	2 456
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 575	3 921	6 432	6 201	6 201	6 201	6 635	7 047	7 462
% increase	4		(54.3%)	64.0%	(3.6%)			7.0%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		26 802	34 452	33 640	51 268	45 741	44 312	52 108	55 902	59 805
Pension and UIF Contributions		1 959	2 712	3 402	4 653	5 314	4 408	6 032	6 466	6 912
Medical Aid Contributions		1 238	1 366	2 572	2 817	3 410	3 141	3 858	4 136	4 422
Overtime		276	455	388	518	675	423	761	815	572
Performance Bonus										
Motor Vehicle Allowance		640	2 208	4 407	5 336	6 720	6 038	7 534	8 076	8 633
Cellphone Allowance		256	410	530	615	554	467	630	677	721
Housing Allowances		791	1 564	2 132	3 150	2 819	2 394	3 131	3 357	3 589
Other benefits and allowances		3 837	4 203	6 087	5 209	6 406	3 727	7 154	7 691	8 550
Payments in lieu of leave										
Long service awards		206								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		36 004	47 369	53 157	73 567	71 640	64 911	81 208	87 121	93 203
% increase	4		31.6%	12.2%	38.4%	(2.6%)	(9.4%)	25.1%	7.3%	7.0%
Total Parent Municipality		59 615	67 628	77 485	99 306	97 379	89 967	111 029	119 023	127 235
% increase	4		13.4%	14.6%	28.2%	(1.9%)	(7.6%)	23.4%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		59 615	67 628	77 485	99 306	97 379	89 967	111 029	119 023	127 235
% increase	4		13.4%	14.6%	28.2%	(1.9%)	(7.6%)	23.4%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	44 578	51 290	59 589	79 768	77 841	71 112	87 843	94 168	100 665

Eastern Cape: Ntabankulu(EC444) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 402	5 897	8 349	5 739		5 739	6 175	6 620	7 077
Pension and UIF Contributions			704		881		881	948	1 016	1 086
Medical Aid Contributions			270		347		347	381	408	436
Motor Vehicle Allowance			2 141		2 138		2 138	2 301	2 466	2 636
Cellphone Allowance			489		480		480	517	554	592
Housing Allowances					150		150	161		
Other benefits and allowances		712	47	814	1 557		1 557	208	223	238
Sub Total - Councillors		8 114	9 548	9 163	11 292		11 292	10 690	11 287	12 065
% increase	4		17.7%	(4.0%)	23.2%	(100.0%)		(5.3%)	5.6%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		19 064	19 064	26 224	29 965	(955)	29 010	32 548	35 038	37 981
Pension and UIF Contributions		2 649	2 649	3 383	3 802	(70)	3 732	4 109	4 507	4 506
Medical Aid Contributions		1 262	1 262	1 952	2 110	(44)	2 065	2 274	2 495	2 704
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 828	1 828	2 892	2 138	1 063	3 201	3 524	3 866	4 191
Cellphone Allowance		56	56	58	466	(14)	452	497	546	5 295
Housing Allowances		1 644	1 644	2 106	2 492	(33)	2 459	2 707	2 970	3 220
Other benefits and allowances		1 928	1 928	2 883	4 935		3 649	4 018	4 408	5 677
Payments in lieu of leave			500							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		28 431	28 931	39 499	45 908	(54)	44 568	49 678	53 829	63 573
% increase	4		1.8%	36.5%	16.2%	(100.1%)	(82126.2%)	11.5%	8.4%	18.1%
Total Parent Municipality		36 545	38 479	48 662	57 200	(54)	55 860	60 368	65 116	75 639
% increase	4		5.3%	26.5%	17.5%	(100.1%)	(102908.5%)	8.1%	7.9%	16.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		36 545	38 479	48 662	57 200	(54)	55 860	60 368	65 116	75 639
% increase	4		5.3%	26.5%	17.5%	(100.1%)	(102908.5%)	8.1%	7.9%	16.2%
TOTAL MANAGERS AND STAFF	5	28 431	28 931	39 499	45 908	(54)	44 568	49 678	53 829	63 573

Eastern Cape: Alfred Nzo(DC44) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 082	5 211		5 110			5 480		
Pension and UIF Contributions		109	680		790			804		
Medical Aid Contributions		154			158			407		
Motor Vehicle Allowance		1 615	1 701		2 195			1 841		
Cellphone Allowance										
Housing Allowances					369			522		
Other benefits and allowances		22	1		378			378		
Sub Total - Councillors		6 983	7 593		9 001			9 433		
% increase	4		8.7%	(100.0%)		(100.0%)			(100.0%)	
Senior Managers of the Municipality	2									
Basic Salaries and Wages		87 997	98 368		113 823			116 245		
Pension and UIF Contributions		7 790	9 083		16 809			24 455		
Medical Aid Contributions					11 439			8 508		
Overtime		1 634	2 656		6 750			2 750		
Performance Bonus		4 958	5 915		8 639					
Motor Vehicle Allowance		14 983	14 953		14 041			11 063		
Cellphone Allowance										
Housing Allowances		3 827	5 793		2 983			5 132		
Other benefits and allowances					16 060			20 922		
Payments in lieu of leave			2 744		750			750		
Long service awards		1 901								
Post-retirement benefit obligations					(3 646)					
Sub Total - Senior Managers of Municipality		123 089	139 512		187 647			189 824		
% increase	4		13.3%	(100.0%)		(100.0%)			(100.0%)	
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		130 073	147 106		196 648			199 256		
% increase	4		13.1%	(100.0%)		(100.0%)			(100.0%)	
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		130 073	147 106		196 648			199 256		
% increase	4		13.1%	(100.0%)		(100.0%)			(100.0%)	
TOTAL MANAGERS AND STAFF	5	123 089	139 512		187 647			189 824		

Free State: Mangaung(MAN) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		28 818			34 313	34 313	34 313	36 538	38 145	40 052
Pension and UIF Contributions		3 067			3 528	3 528	3 528	3 781	3 978	4 177
Medical Aid Contributions		349			505	505	505	534	551	579
Motor Vehicle Allowance		10 062			11 605	11 605	11 605	12 189	12 860	13 503
Cellphone Allowance		1 172			2 570	2 570	2 570	2 751	2 901	3 047
Housing Allowances		142			150	150	150	150	158	166
Other benefits and allowances										
Sub Total - Councillors		43 610			52 672	52 672	52 672	55 943	58 593	61 523
% increase	4		(100.0%)					6.2%	4.7%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		10 752			17 917	17 917	17 917	19 927	21 149	23 543
Pension and UIF Contributions					590	590	590	1 642	1 746	2 041
Medical Aid Contributions					265	265	265	389	413	460
Overtime										
Performance Bonus					3 892	3 892	3 892	4 261	4 534	5 102
Motor Vehicle Allowance		2 163			2 766	2 766	2 766	2 288	2 429	2 661
Cellphone Allowance					215	215	215	201	213	239
Housing Allowances										
Other benefits and allowances					1	1	1	274	291	311
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		12 916			25 646	25 646	25 646	28 981	30 777	34 357
% increase	4		(100.0%)					13.0%	6.2%	11.6%
Other Municipal Staff										
Basic Salaries and Wages		615 020			940 929	815 164	815 164	964 121	1 026 449	1 093 916
Pension and UIF Contributions		100 789			152 933	127 559	127 559	170 353	181 479	193 461
Medical Aid Contributions		45 719			98 128	78 900	78 900	107 853	114 954	122 559
Overtime		96 852			57 127	117 541	117 541	48 455	51 588	55 019
Performance Bonus								8 428	8 960	9 537
Motor Vehicle Allowance		60 629			78 486	72 631	72 631	90 855	96 613	102 878
Cellphone Allowance					3 113	2 916	2 916	3 577	3 832	4 074
Housing Allowances		3 045			12 933	11 342	11 342	22 019	23 396	24 850
Other benefits and allowances		13 487			36 863	33 575	33 575	125 932	133 842	142 695
Payments in lieu of leave								19 985	21 282	22 715
Long service awards		2 270						4 945	5 340	5 703
Post-retirement benefit obligations		18 544			27 236	27 236	27 236	39 873	42 462	45 329
Sub Total - Other Municipal Staff		956 354			1 407 747	1 286 865	1 286 865	1 606 396	1 710 199	1 822 737
% increase	4		(100.0%)			(8.6%)		24.8%	6.5%	6.6%
Total Parent Municipality		1 012 880			1 486 064	1 365 183	1 365 183	1 691 321	1 799 568	1 918 617
% increase	4		(100.0%)			(8.1%)		23.9%	6.4%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		1 276			1 544	1 544	1 544	1 637	1 733	1 836
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		1 276			1 544	1 544	1 544	1 637	1 733	1 836
% increase	4		(100.0%)					6.0%	5.9%	5.9%
Senior Managers of Entities										
Basic Salaries and Wages		10 986			19 579	19 579	19 579	10 851	11 611	12 424
Pension and UIF Contributions		565			1 560	1 560	1 560	188	201	216
Medical Aid Contributions		383			915	915	915	82	88	94
Overtime		1 196								
Performance Bonus		79								
Motor Vehicle Allowance		6			1 330	1 330	1 330	473	506	541
Cellphone Allowance								108	115	123
Housing Allowances										
Other benefits and allowances		39								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		13 254			23 384	23 384	23 384	11 702	12 521	13 398
% increase	4		(100.0%)					(50.0%)	7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages		25 600			192 908	70 731	70 731	86 901	92 789	99 075
Pension and UIF Contributions		2 474			15 010	9 789	9 789	11 239	12 002	12 818
Medical Aid Contributions		1 087			13 906	6 554	6 554	8 627	9 214	9 840
Overtime		2 507			15 170	9 606	9 606	8 064	8 613	9 198
Performance Bonus		28								
Motor Vehicle Allowance		82			9 444	5 844	5 844	7 176	7 663	8 183
Cellphone Allowance		2 047			722	645	645	622	664	709
Housing Allowances					4 798	1 822	1 822	1 816	1 940	2 072
Other benefits and allowances		214			2 316	1 633	1 633	2 961	3 163	3 378
Payments in lieu of leave								5 674	6 060	6 472
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		34 040			254 274	106 624	106 624	133 081	142 107	151 745
% increase	4		(100.0%)			(58.1%)		24.8%	6.8%	6.8%
Total Municipal Entities		48 570			279 202	131 552	131 552	146 419	156 361	166 978
TOTAL SALARY, ALLOWANCES & BENEFITS		1 061 450			1 765 266	1 496 735	1 496 735	1 837 740	1 955 929	2 085 594
% increase	4		(100.0%)			(15.2%)		22.8%	6.4%	6.6%
TOTAL MANAGERS AND STAFF	5	1 016 563			1 711 051	1 442 519	1 442 519	1 780 160	1 895 603	2 022 236

Free State: Letsemeng(FS161) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 716	2 221	3 084	2 769	2 769	2 769	2 882	3 139	3 353
Pension and UIF Contributions		8								
Medical Aid Contributions		30	14							
Motor Vehicle Allowance		549	401	440	275	275	275	275	275	275
Cellphone Allowance		99	104	123	221	221	221	221	221	221
Housing Allowances										
Other benefits and allowances		23	56	53						
Sub Total - Councillors		2 425	2 798	3 700	3 265	3 265	3 265	3 378	3 635	3 849
% increase	4		15.4%	32.3%	(11.8%)			3.5%	7.6%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 997	2 150	3 204	3 425	3 855	3 855	4 086	4 352	4 613
Pension and UIF Contributions		6	52							
Medical Aid Contributions		7	8							
Overtime										
Performance Bonus										
Motor Vehicle Allowance		373	251	246	260	266	266	266	266	266
Cellphone Allowance		30	24	35	37	40	40	60	60	60
Housing Allowances								409	409	409
Other benefits and allowances		238	472	32	34	34	34	40	44	46
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 651	2 956	3 517	3 757	4 196	4 196	4 861	5 131	5 394
% increase	4		11.5%	19.0%	6.8%	11.7%		15.9%	5.5%	5.1%
Other Municipal Staff										
Basic Salaries and Wages		1 997	2 150	3 204	3 425	3 855	3 855	31 727	34 012	36 015
Pension and UIF Contributions		6	52					1 240	1 334	1 413
Medical Aid Contributions		7	8					610	656	695
Overtime								1 277	1 374	1 455
Performance Bonus										
Motor Vehicle Allowance		373	251	246	260	266	266	899	899	899
Cellphone Allowance		30	24	35	37	40	40	61	61	61
Housing Allowances										
Other benefits and allowances		238	472	32	34	34	34	877	874	872
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		2 651	2 956	3 517	3 757	4 196	4 196	36 690	39 211	41 410
% increase	4		11.5%	19.0%	6.8%	11.7%		774.5%	6.9%	5.6%
Total Parent Municipality		7 727	8 711	10 734	10 778	11 656	11 656	44 929	47 976	50 653
% increase	4		12.7%	23.2%	0.4%	8.1%		285.5%	6.8%	5.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		7 727	8 711	10 734	10 778	11 656	11 656	44 929	47 976	50 653
% increase	4		12.7%	23.2%	0.4%	8.1%		285.5%	6.8%	5.6%
TOTAL MANAGERS AND STAFF	5	5 301	5 913	7 034	7 514	8 392	8 392	41 552	44 341	46 804

Free State: Kopanong(FS162) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 051	2 279	2 533	2 814	2 314	2 314	2 514	2 314	2 314
Pension and UIF Contributions		264	293	326	362	362	362	362	362	362
Medical Aid Contributions		100	111	123	137	137	137	137	137	137
Motor Vehicle Allowance										
Cellphone Allowance		228	254	282	313	313	313	313	313	313
Housing Allowances										
Other benefits and allowances		509	565	628	873	873	873	873	873	873
Sub Total - Councillors		3 152	3 502	3 892	4 500	4 000	4 000	4 200	4 000	4 000
% increase	4		11.1%	11.1%	15.6%	(11.1%)		5.0%	(4.8%)	
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 766	7 260	7 790	8 467	8 467	8 467	9 144	9 876	10 666
Pension and UIF Contributions		941	1 010	1 084	1 178	1 178	1 178	1 272	1 374	1 483
Medical Aid Contributions		672	721	774	841	841	841	909	981	1 060
Overtime										
Performance Bonus										
Motor Vehicle Allowance					441	441	441	476	515	556
Cellphone Allowance		27	29	31	34	34	34	36	39	42
Housing Allowances		29	31	33	36	36	36	39	42	46
Other benefits and allowances		517	555	596	648	648	648	700	756	816
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 953	9 607	10 308	11 645	11 645	11 645	12 577	13 583	14 669
% increase	4		7.3%	7.3%	13.0%			8.0%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		47 826	67 306	50 875	55 550	55 550	55 550	57 867	63 654	70 020
Pension and UIF Contributions		6 255	8 769	8 812	8 848	8 848	8 848	9 533	10 486	11 535
Medical Aid Contributions		1 181	3 313	3 313	3 286	3 286	3 286	3 614	3 976	4 373
Overtime		1 727	1 353	1 353	1 353	1 353	1 353	1 489	1 637	1 801
Performance Bonus										
Motor Vehicle Allowance		3 219	3 849	3 849	3 609	3 609	3 609	3 970	4 367	4 803
Cellphone Allowance		230	236							
Housing Allowances		133	128	128	128	128	128	141	155	171
Other benefits and allowances			773	236	1 062	1 062	1 062	1 168	1 284	1 413
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		60 570	85 727	68 566	73 836	73 836	73 836	77 781	85 560	94 115
% increase	4		41.5%	(20.0%)	7.7%			5.3%	10.0%	10.0%
Total Parent Municipality		72 675	98 837	82 765	89 981	89 481	89 481	94 558	103 142	112 785
% increase	4		36.0%	(16.3%)	8.7%	(0.6%)		5.7%	9.1%	9.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 675	98 837	82 765	89 981	89 481	89 481	94 558	103 142	112 785
% increase	4		36.0%	(16.3%)	8.7%	(0.6%)		5.7%	9.1%	9.3%
TOTAL MANAGERS AND STAFF	5	69 522	95 334	78 873	85 481	85 481	85 481	90 358	99 142	108 785

Free State: Mohokare(FS163) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 103	1 943	2 075	2 371	2 371	2 371	2 536	2 663	2 796
Pension and UIF Contributions		163	179	187	194	194	194	208	218	229
Medical Aid Contributions		36	132	156	157	157	157	168	176	185
Motor Vehicle Allowance		372	403	408	447	447	447	478	502	527
Cellphone Allowance		144	230	230	251	251	251	268	281	296
Housing Allowances			151	151	160	160	160	160	168	176
Other benefits and allowances		26	27	30	30	30	30	33	34	36
Sub Total - Councillors		2 845	3 065	3 236	3 609	3 609	3 609	3 850	4 043	4 245
% increase	4		7.8%	5.6%	11.5%			6.7%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 635	2 317	2 746	2 557	1 779	2 598	2 780	2 919	3 065
Pension and UIF Contributions		342	481	528	488	379	379	406	426	447
Medical Aid Contributions		61			36	31	31	33	35	37
Overtime										
Performance Bonus					452	452	452	483	507	533
Motor Vehicle Allowance		639	536	489	417	417	417	417	417	417
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		28	207	27	40	35	35	37	39	41
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 704	3 540	3 790	3 989	3 093	3 912	4 156	4 343	4 540
% increase	4		(4.4%)	7.0%	5.3%	(22.5%)	26.5%	6.3%	4.5%	4.5%
Other Municipal Staff										
Basic Salaries and Wages		27 153	30 245	32 334	37 670	37 386	36 568	39 128	41 014	43 065
Pension and UIF Contributions		4 613	5 769	6 197	6 736	6 440	6 440	6 891	7 235	7 597
Medical Aid Contributions		1 604	2 257	2 645	2 601	2 890	2 890	3 093	3 247	3 410
Overtime		2 086	2 674	3 098	2 201	2 831	2 831	2 406	2 973	3 121
Performance Bonus										
Motor Vehicle Allowance		1 185	2 245	2 548	1 644	1 978	1 978	1 983	1 983	1 983
Cellphone Allowance		46			43	37	37	37	37	37
Housing Allowances		32	49	37	38	686	686	734	771	810
Other benefits and allowances		234	5 083	5 286	1 336	1 504	1 504	1 602	1 683	1 767
Payments in lieu of leave		84	904	58	788	788	788	843	902	965
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		37 038	49 226	52 202	53 056	54 541	53 722	56 717	59 845	62 755
% increase	4		32.9%	6.0%	1.6%	2.8%	(1.5%)	5.6%	5.5%	4.9%
Total Parent Municipality		43 587	55 832	59 228	60 654	61 243	61 243	64 724	68 231	71 539
% increase	4		28.1%	6.1%	2.4%	1.0%		5.7%	5.4%	4.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		43 587	55 832	59 228	60 654	61 243	61 243	64 724	68 231	71 539
% increase	4		28.1%	6.1%	2.4%	1.0%		5.7%	5.4%	4.8%
TOTAL MANAGERS AND STAFF	5	40 742	52 766	55 992	57 045	57 634	57 634	60 874	64 188	67 294

Free State: Xhariep(DC16) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			2 375		2 541	2 741	2 741	2 771	2 937	3 113
Pension and UIF Contributions			170		221	221	221	228	241	256
Medical Aid Contributions			175		210	210	210	236	251	266
Motor Vehicle Allowance			352		284	284	284	312	331	351
Cellphone Allowance			227		197	197	197	178	189	201
Housing Allowances			246		205	205	205	205	218	231
Other benefits and allowances			80					28	29	31
Sub Total - Councillors			3 625		3 658	3 858	3 858	3 959	4 196	4 448
% increase	4			(100.0%)		5.5%		2.6%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 817	2 134		3 783	3 365	3 365	4 363	4 624	4 902
Pension and UIF Contributions		391	85		176	176	176	7	8	8
Medical Aid Contributions			39		108	108	108			
Overtime										
Performance Bonus		180	65							
Motor Vehicle Allowance		683	185		387	387	387	426	452	479
Cellphone Allowance			23		38	38	38			
Housing Allowances										
Other benefits and allowances			81					81	86	91
Payments in lieu of leave			308							
Long service awards										
Post-retirement benefit obligations			81							
Sub Total - Senior Managers of Municipality		4 071	3 002		4 492	4 074	4 074	4 877	5 170	5 480
% increase	4		(26.3%)	(100.0%)		(9.3%)		19.7%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages			1 528		23 725	23 725	23 725	23 642	25 061	26 564
Pension and UIF Contributions			30		3 694	3 694	3 694	3 581	3 796	4 024
Medical Aid Contributions			75		1 653	1 653	1 653	1 680	1 781	1 888
Overtime										
Performance Bonus			121							
Motor Vehicle Allowance			252		3 150	3 150	3 150	3 494	3 704	3 926
Cellphone Allowance			22		254	254	254	264	280	296
Housing Allowances			21		179	179	179	178	188	200
Other benefits and allowances					7	7	7	228	242	256
Payments in lieu of leave			126							
Long service awards										
Post-retirement benefit obligations			257							
Sub Total - Other Municipal Staff			2 432		32 663	32 663	32 663	33 067	35 052	37 155
% increase	4			(100.0%)				1.2%	6.0%	6.0%
Total Parent Municipality		4 071	9 059		40 812	40 594	40 594	41 904	44 418	47 083
% increase	4		122.5%	(100.0%)		(0.5%)		3.2%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		4 071	9 059		40 812	40 594	40 594	41 904	44 418	47 083
% increase	4		122.5%	(100.0%)		(0.5%)		3.2%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	4 071	5 434		37 155	36 737	36 737	37 945	40 222	42 635

Free State: Masilonyana(FS181) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 783	4 018	5 250	3 112	3 112	3 112	3 330	3 543	3 812
Pension and UIF Contributions										
Medical Aid Contributions					35	35	35	37	40	43
Motor Vehicle Allowance										
Cellphone Allowance		14	11	20						
Housing Allowances										
Other benefits and allowances		851	1 207	1 442	1 790	1 639	1 639	1 754	1 866	2 008
Sub Total - Councillors		4 648	5 236	6 712	4 937	4 786	4 786	5 121	5 449	5 863
% increase	4		12.7%	28.2%	(26.4%)	(3.1%)		7.0%	6.4%	7.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 857	3 091	1 852	3 394	3 394	3 394	3 632	3 864	4 158
Pension and UIF Contributions		50	93	7	93	93	93	99	105	113
Medical Aid Contributions					148	148	148	158	168	181
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 059	1 015	1 142	1 295	1 295	1 295	1 386	1 474	1 586
Cellphone Allowance				34	24	24	24	26	27	29
Housing Allowances										
Other benefits and allowances			289	138	146					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations						0	0	0	0	0
Sub Total - Senior Managers of Municipality		3 967	4 487	3 173	5 099	4 953	4 953	5 300	5 639	6 068
% increase	4		13.1%	(29.3%)	60.7%	(2.9%)		7.0%	6.4%	7.6%
Other Municipal Staff										
Basic Salaries and Wages		35 272	41 925	34 391	38 354	39 896	39 896	42 689	45 421	48 873
Pension and UIF Contributions		5 547	4 708	3 634	3 708	4 891	4 891	5 233	5 568	5 991
Medical Aid Contributions		2 429	2 569	2 264	2 395	4 273	4 273	4 572	4 865	5 234
Overtime		2 633	2 715	2 237	1 898	1 898	1 898	1 898	2 019	2 173
Performance Bonus		3 169	2 805							
Motor Vehicle Allowance		3 637	3 505		3 708	3 708	3 708	3 968	4 222	4 543
Cellphone Allowance		506	427	169	452	452	452	483	514	553
Housing Allowances		66	10	56	16	16	16	17	18	20
Other benefits and allowances		1 372	1 149	6 049	2 398	2 398	2 398	2 566	2 730	2 938
Payments in lieu of leave		1 074	1 550		986	1 331	1 331	1 424	1 515	1 630
Long service awards					1 526	2 311	2 311	2 473	2 631	2 831
Post-retirement benefit obligations		149	279							
Sub Total - Other Municipal Staff		55 854	61 642	48 800	55 441	61 173	61 173	65 323	69 504	74 786
% increase	4		10.4%	(20.8%)	13.6%	10.3%		6.8%	6.4%	7.6%
Total Parent Municipality		64 468	71 364	58 685	65 477	70 912	70 912	75 744	80 591	86 716
% increase	4		10.7%	(17.8%)	11.6%	8.3%		6.8%	6.4%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 468	71 364	58 685	65 477	70 912	70 912	75 744	80 591	86 716
% increase	4		10.7%	(17.8%)	11.6%	8.3%		6.8%	6.4%	7.6%
TOTAL MANAGERS AND STAFF	5	59 821	66 129	51 973	60 540	66 126	66 126	70 623	75 143	80 853

Free State: Tokologo(FS182) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 656	2 180	2 082	2 082	2 082	1 657	1 781	1 892	2 003
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		46	46	46	46	46	552	594	631	668
Cellphone Allowance		16	16	16	16	16	196	211	224	237
Housing Allowances										
Other benefits and allowances		138	138	138	138	138				
Sub Total - Councillors		1 856	2 380	2 282	2 282	2 282	2 405	2 586	2 746	2 908
% increase	4		28.3%	(4.1%)			5.4%	7.5%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 967	2 735	3 057	3 057	3 057	3 057	3 057	3 277	3 504
Pension and UIF Contributions		18	42							
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		306	814	806	806	806	806	806	864	924
Cellphone Allowance				45	45	45	45	45	49	52
Housing Allowances				120	120	120	120	120	129	138
Other benefits and allowances		28	157							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 319	3 749	4 029	4 029	4 029	4 029	4 029	4 319	4 617
% increase	4		61.6%	7.5%					7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		13 487	14 423	18 812	25 085	25 085	20 001	21 506	23 054	24 645
Pension and UIF Contributions		1 884	2 093	2 673	3 446	3 446	2 931	3 152	3 379	3 612
Medical Aid Contributions		834	851	121	1 563	1 563	1 688	1 815	1 946	2 080
Overtime					957	957	1 362	1 465	1 570	1 679
Performance Bonus		1 266	981	1 822	2 100	2 100	1 813	1 949	2 090	2 234
Motor Vehicle Allowance		202	167	732	1 053	1 053	230	247	265	283
Cellphone Allowance				45			112	120	129	138
Housing Allowances				120	145	145	485	522	559	598
Other benefits and allowances		632	420	165	617	617	1 157	1 244	1 333	1 425
Payments in lieu of leave		645	41							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 950	18 977	24 491	34 967	34 967	29 779	32 020	34 325	36 694
% increase	4		0.1%	29.1%	42.8%		(14.8%)	7.5%	7.2%	6.9%
Total Parent Municipality		23 125	25 105	30 802	41 278	41 278	36 212	38 635	41 391	44 219
% increase	4		8.6%	22.7%	34.0%		(12.3%)	6.7%	7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 125	25 105	30 802	41 278	41 278	36 212	38 635	41 391	44 219
% increase	4		8.6%	22.7%	34.0%		(12.3%)	6.7%	7.1%	6.8%
TOTAL MANAGERS AND STAFF	5	21 269	22 725	28 520	38 996	38 996	33 808	36 049	38 645	41 311

Free State: Tswelopele(FS183) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 167	3 414	3 291	3 585	3 585	3 585	3 944	4 062	4 143
Pension and UIF Contributions		413	512	494	538	538	538	520	536	547
Medical Aid Contributions		224	615	230	651	651	651	248	255	260
Motor Vehicle Allowance		976		29				36	37	38
Cellphone Allowance			217		338	338	338	373	384	392
Housing Allowances										
Other benefits and allowances		206	100	398	76	76	76	693	625	579
Sub Total - Councillors		4 985	4 859	4 441	5 188	5 188	5 188	5 815	5 900	5 959
% increase	4		(2.5%)	(8.6%)	16.8%			12.1%	1.5%	1.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 599	3 574	3 959	3 924	3 924	3 924	4 159	4 409	4 673
Pension and UIF Contributions		1 030	630	789	585	585	585	620	657	696
Medical Aid Contributions			127		153	153	153	162	172	182
Overtime										
Performance Bonus										
Motor Vehicle Allowance		660	577	500	546	546	546	578	613	650
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 288	4 908	5 248	5 207	5 207	5 207	5 519	5 850	6 201
% increase	4		14.5%	6.9%	(0.8%)			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		18 570	26 917	28 677	29 488	29 420	29 420	32 636	34 815	37 296
Pension and UIF Contributions		4 527	5 780	5 990	7 965	7 899	7 899	6 387	6 812	7 295
Medical Aid Contributions		2 160	2 218	2 578	3 414	3 798	3 798	3 124	3 331	3 566
Overtime		2 357	435	2 477	694	1 309	1 309	1 015	1 200	1 250
Performance Bonus										
Motor Vehicle Allowance		1 057	2 022	3 403	3 735	3 735	3 735	2 360	2 387	2 400
Cellphone Allowance			91	221	105	98	98	188	200	201
Housing Allowances		96	77	13	89	85	85	43	46	49
Other benefits and allowances		4 400	957	3 542	363	1 026	1 026	3 006	3 115	3 251
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		33 167	38 498	46 902	45 851	47 370	47 370	48 758	51 906	55 309
% increase	4		16.1%	21.8%	(2.2%)	3.3%		2.9%	6.5%	6.6%
Total Parent Municipality		42 441	48 265	56 591	56 246	57 765	57 765	60 092	63 657	67 469
% increase	4		13.7%	17.3%	(0.6%)	2.7%		4.0%	5.9%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		42 441	48 265	56 591	56 246	57 765	57 765	60 092	63 657	67 469
% increase	4		13.7%	17.3%	(0.6%)	2.7%		4.0%	5.9%	6.0%
TOTAL MANAGERS AND STAFF	5	37 455	43 406	52 150	51 058	52 577	52 577	54 277	57 756	61 510

Free State: Matjhabeng(FS184) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 933	13 783	10 036	12 438	12 438	12 438	13 309	14 267	15 294
Pension and UIF Contributions		1 355	1 255	1 464	3 266	3 266	3 266	2 327	2 495	2 674
Medical Aid Contributions		808	748	873	934	934	934	570	611	655
Motor Vehicle Allowance		2 671	2 473	2 884	2 109	2 109	2 109	2 261	2 424	2 598
Cellphone Allowance		2	2	3	3	3	3	1 523	1 633	1 751
Housing Allowances										
Other benefits and allowances		6 934	6 421	7 489	8 013	8 013	8 013	8 561	9 177	9 838
Sub Total - Councillors		22 703	24 682	22 748	26 763	26 763	26 763	28 552	30 607	32 811
% increase	4		8.7%	(7.8%)	17.6%			6.7%	7.2%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 346	6 456	6 972	7 460	7 460	7 460	7 953	8 446	8 944
Pension and UIF Contributions		405	437	472	505	505	505	539	572	606
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		550	336	363	388	388	388	414	440	465
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 302	7 229	7 807	8 354	8 354	8 354	8 905	9 457	10 015
% increase	4		14.7%	8.0%	7.0%			6.6%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages					318 532	353 532	353 532	378 279	401 733	425 435
Pension and UIF Contributions					47 935	47 935	47 935	51 291	54 471	57 684
Medical Aid Contributions					32 626	32 626	32 626	34 910	37 074	39 262
Overtime					49 354	49 354	49 354	27 808	29 532	31 275
Performance Bonus										
Motor Vehicle Allowance					30 950	30 950	30 950	33 117	35 170	37 245
Cellphone Allowance					1 584	1 584	1 584	266	282	299
Housing Allowances					2 651	2 651	2 651	2 837	3 013	3 190
Other benefits and allowances					56 006	56 006	56 006	59 927	63 642	67 397
Payments in lieu of leave					21 002	21 002	21 002	22 472	23 865	25 273
Long service awards					268	268	268	287	305	323
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					560 909	595 909	595 909	611 193	649 087	687 383
% increase	4					6.2%		2.6%	6.2%	5.9%
Total Parent Municipality		29 005	31 911	30 556	596 026	631 026	631 026	648 650	689 152	730 210
% increase	4		10.0%	(4.2%)	1850.6%	5.9%		2.8%	6.2%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 005	31 911	30 556	596 026	631 026	631 026	648 650	689 152	730 210
% increase	4		10.0%	(4.2%)	1850.6%	5.9%		2.8%	6.2%	6.0%
TOTAL MANAGERS AND STAFF	5	6 302	7 229	7 807	569 263	604 263	604 263	620 099	658 545	697 399

Free State: Nala(FS185) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Free State: Lejweleputswa(DC18) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 708	4 855	5 870	5 841	5 841	5 841	5 483	5 738	6 004
Pension and UIF Contributions		895			810	810	810	759	794	831
Medical Aid Contributions			1 150	1 080	568	568	568	342	358	375
Motor Vehicle Allowance		1 863	1 976	1 886	1 647	1 647	1 647	1 741	1 822	1 907
Cellphone Allowance		347	398	389	292	292	292	396	414	434
Housing Allowances										
Other benefits and allowances		307	332	68	252	252	252	310	324	339
Sub Total - Councillors		8 121	8 713	9 294	9 410	9 410	9 410	9 030	9 450	9 889
% increase	4		7.3%	6.7%	1.3%			(4.0%)	4.7%	4.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 657	2 682	3 413	5 267	5 267	5 267	5 668	5 932	6 208
Pension and UIF Contributions		347	646	587						
Medical Aid Contributions										
Overtime										
Performance Bonus			169		790	790	790	694	727	761
Motor Vehicle Allowance		534	653	753						
Cellphone Allowance		34	89	120	120	120	120	120	126	131
Housing Allowances		94	261	274						
Other benefits and allowances		103								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 770	4 501	5 147	6 177	6 177	6 177	6 483	6 784	7 100
% increase	4		62.5%	14.3%	20.0%			4.9%	4.6%	4.7%
Other Municipal Staff										
Basic Salaries and Wages		28 790	35 720	41 845	38 125	40 116	40 116	40 673	42 707	44 842
Pension and UIF Contributions		5 352	5 765	6 020	6 508	6 542	6 542	6 874	7 218	7 579
Medical Aid Contributions		2 401	2 907	3 140	3 589	3 565	3 565	3 918	4 114	4 320
Overtime		407	188	232		12	12			
Performance Bonus		2 410								
Motor Vehicle Allowance		5 230	5 282	5 299	5 445	6 017	6 017	5 958	6 256	6 569
Cellphone Allowance		308	235	197	216	216	216	216	227	238
Housing Allowances		435	327	276	287	382	382	431	453	476
Other benefits and allowances		752	1 262	3 028	947	1 001	1 001	832	896	965
Payments in lieu of leave		2 236	2 250	2 501						
Long service awards			3 192		161	515	515	364	28	29
Post-retirement benefit obligations		(113)	3 612							
Sub Total - Other Municipal Staff		48 208	60 740	62 538	55 278	58 367	58 367	59 267	61 899	65 018
% increase	4		26.0%	3.0%	(11.6%)	5.6%		1.5%	4.4%	5.0%
Total Parent Municipality		59 098	73 954	76 978	70 865	73 954	73 954	74 780	78 133	82 007
% increase	4		25.1%	4.1%	(7.9%)	4.4%		1.1%	4.5%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		59 098	73 954	76 978	70 865	73 954	73 954	74 780	78 133	82 007
% increase	4		25.1%	4.1%	(7.9%)	4.4%		1.1%	4.5%	5.0%
TOTAL MANAGERS AND STAFF	5	50 977	65 241	67 684	61 455	64 544	64 544	65 750	68 683	72 117

Free State: Setsoto(FS191) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 337	8 099	6 790	7 129	7 350	7 350	10 714	11 357	12 038
Pension and UIF Contributions		446	492							
Medical Aid Contributions		283	312	(7)						
Motor Vehicle Allowance		145	160	2 213	2 375	2 279	2 279			
Cellphone Allowance		82	90	888	949	578	578			
Housing Allowances										
Other benefits and allowances		228	252		211	147	147			
Sub Total - Councillors		8 520	9 405	9 884	10 664	10 354	10 354	10 714	11 357	12 038
% increase	4		10.4%	5.1%	7.9%	(2.9%)		3.5%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 321	4 103		5 873	5 024	5 024	5 304	5 494	5 824
Pension and UIF Contributions										
Medical Aid Contributions								92	95	101
Overtime										
Performance Bonus										
Motor Vehicle Allowance		397	899		516	462	462	151	491	521
Cellphone Allowance		16	19		23					
Housing Allowances		103	122		160	145	145			
Other benefits and allowances		188	168		482					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 025	5 310		7 053	5 631	5 631	5 548	6 081	6 445
% increase	4		31.9%	(100.0%)		(20.2%)		(1.5%)	9.6%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		81 268	88 127	93 482	103 955	121 539	121 539	139 882	139 692	139 363
Pension and UIF Contributions		761	860	17 662	16 687	1 791	1 791	2 199	1 056	1 119
Medical Aid Contributions		18 007	14 002	12 646	8 850	10 788	10 788	11 491	11 488	11 483
Overtime		5 039	6 139	7 743	4 955	6 784	6 784	3 213	56	59
Performance Bonus				6 245						
Motor Vehicle Allowance		6 098	7 360	10 163	8 050	10 635	10 635	9 572	9 232	9 202
Cellphone Allowance		247	312	28	272	535	535	424		
Housing Allowances		311	343	369	356	308	308	316		
Other benefits and allowances		13 661	16 269	1 161	9 180					
Payments in lieu of leave		5 324	204	2 597		1 953	1 953		2 258	2 393
Long service awards				1 920		1 160	1 160	394		
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		130 717	133 615	154 017	152 305	155 492	155 492	167 491	163 782	163 619
% increase	4		2.2%	15.3%	(1.1%)	2.1%		7.7%	(2.2%)	(0.1%)
Total Parent Municipality		143 262	148 330	163 902	170 022	171 477	171 477	183 753	181 219	182 102
% increase	4		3.5%	10.5%	3.7%	0.9%		7.2%	(1.4%)	0.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		143 262	148 330	163 902	170 022	171 477	171 477	183 753	181 219	182 102
% increase	4		3.5%	10.5%	3.7%	0.9%		7.2%	(1.4%)	0.5%
TOTAL MANAGERS AND STAFF	5	134 742	138 925	154 017	159 359	161 123	161 123	173 039	169 862	170 064

Free State: Dihlabeng(FS192) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 008	9 351	8 673	10 814	11 099	11 099	7 993	8 544	9 082
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 367	2 556	3 665	3 491	3 491	3 491	3 904	4 139	4 387
Cellphone Allowance		582	832							
Housing Allowances										
Other benefits and allowances						5 001	5 001			
Sub Total - Councillors		11 958	12 739	12 338	14 305	19 591	19 591	11 898	12 683	13 469
% increase	4		6.5%	(3.1%)	15.9%	36.9%		(39.3%)	6.6%	6.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 535	4 967	14 821	5 985	5 985	5 985	6 257	6 633	7 031
Pension and UIF Contributions		58	65							
Medical Aid Contributions		163	149							
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 558	1 842	6 575	1 539	5 831	5 831	1 647	1 746	1 851
Cellphone Allowance		71	72	278	292	292	292	336	358	381
Housing Allowances				300	315	315	315	338	361	386
Other benefits and allowances			40	5 860						
Payments in lieu of leave		235	324							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 620	7 458	27 834	8 131	12 423	12 423	8 579	9 099	9 649
% increase	4		12.7%	273.2%	(70.8%)	52.8%		(30.9%)	6.1%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		100 390	102 113	87 772	105 078	110 589	110 589	119 115	127 014	134 902
Pension and UIF Contributions		17 439	21 598	18 455	20 072	19 776	19 776	22 556	24 045	25 535
Medical Aid Contributions		11 313	12 999	12 505	13 729	12 997	12 997	15 502	16 526	17 550
Overtime		8 823	11 986	5 138	13 307	8 799	8 799	4 364	4 652	4 940
Performance Bonus										
Motor Vehicle Allowance		4 360	2 452		5 910	5 831	5 831	4 603	4 917	4 225
Cellphone Allowance		783	366		340	314	314			
Housing Allowances		588	312	5 898	377	3 013	3 013	2 892	3 082	3 270
Other benefits and allowances		301	756	17 890	10 999	11 972	11 972	26 844	28 616	30 390
Payments in lieu of leave			4 614		1 460	998	998	1 070	1 141	1 212
Long service awards				581	676	1 195	1 195	1 282	1 366	1 451
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		143 997	157 195	148 240	171 949	175 485	175 485	198 228	211 357	223 475
% increase	4		9.2%	(5.7%)	16.0%	2.1%		13.0%	6.6%	5.7%
Total Parent Municipality		162 575	177 392	188 412	194 385	207 499	207 499	218 704	233 139	246 593
% increase	4		9.1%	6.2%	3.2%	6.7%		5.4%	6.6%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		162 575	177 392	188 412	194 385	207 499	207 499	218 704	233 139	246 593
% increase	4		9.1%	6.2%	3.2%	6.7%		5.4%	6.6%	5.8%
TOTAL MANAGERS AND STAFF	5	150 617	164 653	176 074	180 080	187 908	187 908	206 807	220 456	233 124

Free State: Nketoana(FS193) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 768	4 388	3 755	3 921	4 332	4 332	4 592	4 776	4 967
Pension and UIF Contributions				530	554	613	613	650	676	703
Medical Aid Contributions						42	42	44	46	48
Motor Vehicle Allowance		1 170	1 041	1 341	1 400	1 037	1 037	1 099	1 143	1 189
Cellphone Allowance			238	359	375	340	340	361	375	390
Housing Allowances		987								
Other benefits and allowances				269	281	299	299	317	330	343
Sub Total - Councillors		4 925	5 667	6 255	6 530	6 663	6 663	7 063	7 345	7 639
% increase	4		15.1%	10.4%	4.4%	2.0%		6.0%	4.0%	4.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			7 044	4 661	4 867	4 949	4 949	5 246	5 456	5 674
Pension and UIF Contributions				147	154	156	156	166	172	179
Medical Aid Contributions			239							
Overtime										
Performance Bonus			941							
Motor Vehicle Allowance			824	918	959	975	975	1 034	1 075	1 118
Cellphone Allowance			50	119	125	127	127	134	140	145
Housing Allowances			15	268	280	285	285	302	314	326
Other benefits and allowances			1 926	221	230	234	234	248	258	269
Payments in lieu of leave				65	68	70	70	74	77	80
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			11 039	6 401	6 682	6 796	6 796	7 204	7 492	7 792
% increase	4			(42.0%)	4.4%	1.7%		6.0%	4.0%	4.0%
Other Municipal Staff										
Basic Salaries and Wages		37 689	30 630	40 592	42 378	41 157	41 157	43 279	45 010	46 810
Pension and UIF Contributions		6 772	6 340	8 360	8 728	8 728	8 728	8 065	8 388	8 724
Medical Aid Contributions		2 313	1 632	2 152	2 247	2 247	2 247	2 456	2 554	2 656
Overtime		2 292	1 532	4 337	2 562	2 562	2 562	3 402	3 538	3 679
Performance Bonus		2 600	3 428	3 227	3 369	3 369	3 369	3 623	3 768	3 918
Motor Vehicle Allowance		1 735	1 303	2 294	2 395	2 395	2 395	2 594	2 697	2 805
Cellphone Allowance		552	857	303	316	316	316	340	353	367
Housing Allowances		158	46	201	210	210	210	225	234	244
Other benefits and allowances		2 902	2 964	2 192	2 289	2 289	2 289	4 009	4 169	4 336
Payments in lieu of leave				433	452	452	452			
Long service awards			1 235	344	359	359	359			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		57 012	49 967	64 435	65 305	64 083	64 083	67 992	70 712	73 540
% increase	4		(12.4%)	29.0%	1.3%	(1.9%)		6.1%	4.0%	4.0%
Total Parent Municipality		61 937	66 673	77 091	78 517	77 542	77 542	82 258	85 549	88 971
% increase	4		7.6%	15.6%	1.9%	(1.2%)		6.1%	4.0%	4.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 937	66 673	77 091	78 517	77 542	77 542	82 258	85 549	88 971
% increase	4		7.6%	15.6%	1.9%	(1.2%)		6.1%	4.0%	4.0%
TOTAL MANAGERS AND STAFF	5	57 012	61 006	70 836	71 987	70 879	70 879	75 196	78 204	81 332

Free State: Maluti-a-Phofung(FS194) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions		1 671	1 696	1 789	1 953	1 993	1 993	2 061	2 164	2 272
Medical Aid Contributions		275	245	248	249	250	250	252	264	278
Motor Vehicle Allowance		2 922	3 061	3 047	3 131	2 951	2 951	3 235	3 396	3 566
Cellphone Allowance		939	1 384	1 471	1 524	1 410	1 410	1 584	1 663	1 746
Housing Allowances										
Other benefits and allowances		13 582	13 789	16 934	16 786	16 113	16 113	16 967	17 815	18 706
Sub Total - Councillors		19 390	20 174	23 489	23 643	22 718	22 718	24 098	25 303	26 568
% increase	4		4.0%	16.4%	0.7%	(3.9%)		6.1%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 681	12 256	7 269	25 746	9 100	9 100	8 915	9 556	10 034
Pension and UIF Contributions		246	487	1 520	3 367	424	424	602	839	881
Medical Aid Contributions		377	124	25	1 219	87	87	150	105	110
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 515	1 185	1 807	5 678	1 153	1 153	1 623	1 392	1 461
Cellphone Allowance		144	115	96	384	115	115	240	252	265
Housing Allowances		26			188					
Other benefits and allowances			85		439	177	177			
Payments in lieu of leave		422				292	292			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 411	14 252	10 716	37 021	11 347	11 347	11 530	12 144	12 751
% increase	4		92.3%	(24.8%)	245.5%	(69.3%)		1.6%	5.3%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		122 277	133 095	154 015	167 250	191 569	191 569	228 493	239 442	251 412
Pension and UIF Contributions		20 923	17 666	24 299	17 031	31 122	31 122	35 142	36 811	38 652
Medical Aid Contributions		6 426	8 560	9 082	11 288	10 588	10 588	12 599	13 181	13 840
Overtime		12 223	20 221	26 863	3 710	28 116	28 116	5 452	4 360	4 578
Performance Bonus										
Motor Vehicle Allowance		573	949	3 369	6 610	6 987	6 987	13 601	14 136	14 842
Cellphone Allowance		247	365	693	565	934	934	1 091	1 138	1 195
Housing Allowances		568	652	678	885	1 338	1 338	1 508	1 577	1 656
Other benefits and allowances		23 648	27 995	12 780	17 437	7 617	7 617	6 957	6 774	7 113
Payments in lieu of leave		4 467	6 638	13 029	17 127	16 952	16 952	19 080	19 820	20 811
Long service awards		(128)	(108)	(152)	1 657	2 007	2 007	1 438	1 484	1 554
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		191 226	216 035	244 657	243 562	297 229	297 229	325 360	338 722	355 653
% increase	4		13.0%	13.2%	(0.4%)	22.0%		9.5%	4.1%	5.0%
Total Parent Municipality		218 026	250 461	278 861	304 225	331 294	331 294	360 987	376 169	394 971
% increase	4		14.9%	11.3%	9.1%	8.9%		9.0%	4.2%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		1 718	1 659	1 742	1 847	1 847	1 847	2 202	2 312	2 427
Pension and UIF Contributions		318	334	350	371	371	371	394	413	434
Medical Aid Contributions		105	110	115	122	122	122	130	136	143
Overtime										
Performance Bonus										
Motor Vehicle Allowance		309	418	439	465	465	465	493	518	544
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		267	257	270	286	286	286	304	319	335
Payments in lieu of leave		132	135	142	150	150	150			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		2 850	2 913	3 059	3 242	3 242	3 242	3 522	3 698	3 883
% increase	4		2.2%	5.0%	6.0%			8.6%	5.0%	5.0%
Other Staff of Entities										
Basic Salaries and Wages		35 391	43 883	36 295	38 962	51 960	51 960	61 979	65 078	68 331
Pension and UIF Contributions		6 430	7 359	6 320	6 724	6 826	6 826	7 167	7 525	7 902
Medical Aid Contributions		2 878	3 642	4 101	4 429	4 429	4 429	4 650	4 883	5 127
Overtime		5 942	12 152	6 530	7 054	7 054	7 054	7 406	7 777	8 165
Performance Bonus										
Motor Vehicle Allowance		2 330	3 181	2 884	3 349	2 422	2 422	2 543	2 671	2 804
Cellphone Allowance						3 349	3 349	3 516	3 692	3 876
Housing Allowances			935	2 135	2 422					
Other benefits and allowances		2 414	1 307	19 643	26 299	19 719	19 719	20 226	21 237	22 299
Payments in lieu of leave		2 404								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		57 788	72 459	77 908	89 239	95 758	95 758	107 488	112 862	118 505
% increase	4		25.4%	7.5%	14.5%	7.3%		12.2%	5.0%	5.0%
Total Municipal Entities		60 638	75 372	80 966	92 481	99 000	99 000	111 010	116 560	122 388
TOTAL SALARY, ALLOWANCES & BENEFITS		278 664	325 833	359 828	396 707	430 294	430 294	471 997	492 729	517 360
% increase	4		16.9%	10.4%	10.2%	8.5%		9.7%	4.4%	5.0%
TOTAL MANAGERS AND STAFF	5	259 274	305 659	336 339	373 064	407 576	407 576	447 899	467 426	490 792

Free State: Phumelela(FS195) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		447	4 534	4 473	3 032	3 032	3 032	3 161	3 351	3 552
Pension and UIF Contributions					128	128	128	173	183	194
Medical Aid Contributions										
Motor Vehicle Allowance					956	956	956	1 463	1 551	1 644
Cellphone Allowance					201	201	201	313	332	352
Housing Allowances										
Other benefits and allowances					31	31	31	41	44	47
Sub Total - Councillors		447	4 534	4 473	4 348	4 348	4 348	5 151	5 460	5 787
% increase	4		913.1%	(1.3%)	(2.8%)			18.5%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 763	1 759	1 784	2 496	2 496	2 496	2 553	2 685	2 824
Pension and UIF Contributions		273	139	224	222	222	222			
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		902	955	827	1 423	1 423	1 423	1 588	1 670	1 757
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 307	680	1 026	35	35	35	62	54	57
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 246	3 533	3 861	4 177	4 177	4 177	4 203	4 409	4 638
% increase	4		(16.8%)	9.3%	8.2%			0.6%	4.9%	5.2%
Other Municipal Staff										
Basic Salaries and Wages		23 204	27 367	31 764	33 583	33 583	33 583	34 474	36 887	39 469
Pension and UIF Contributions		284			5 343	5 343	5 343	6 539	6 515	7 087
Medical Aid Contributions		5 134	1 480	1 402	1 436	1 436	1 436	1 583	1 675	1 720
Overtime		1 776	2 651	2 743	2 866	2 866	2 866	2 850	3 050	3 263
Performance Bonus			1 200							
Motor Vehicle Allowance		996	1 196	1 169	1 252	1 252	1 252	1 045	1 118	1 197
Cellphone Allowance										
Housing Allowances		35	33	39	37	37	37	662	708	757
Other benefits and allowances		10 562	8 325	7 785	1 619	2 915	2 915	12 232	13 086	13 893
Payments in lieu of leave		1 469	48	30	2 785	2 785	2 785	2 936	3 151	3 362
Long service awards		778	823	(1 321)						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		44 237	43 126	43 612	48 922	50 218	50 218	62 322	66 190	70 748
% increase	4		(2.5%)	1.1%	12.2%	2.6%		24.1%	6.2%	6.9%
Total Parent Municipality		48 930	51 193	51 946	57 447	58 743	58 743	71 676	76 060	81 173
% increase	4		4.6%	1.5%	10.6%	2.3%		22.0%	6.1%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 930	51 193	51 946	57 447	58 743	58 743	71 676	76 060	81 173
% increase	4		4.6%	1.5%	10.6%	2.3%		22.0%	6.1%	6.7%
TOTAL MANAGERS AND STAFF	5	48 482	46 659	47 473	53 099	54 395	54 395	66 525	70 600	75 386

Free State: Mantsopa(FS196) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					6 290	6 290	6 290	6 794	7 201	7 633
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					6 290	6 290	6 290	6 794	7 201	7 633
% increase	4							8.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 310	2 795	2 795	3 471	3 714	3 974
Pension and UIF Contributions					487	400	400	487	521	558
Medical Aid Contributions					153	145	145	153	164	175
Overtime										
Performance Bonus					611	501	501	651	696	745
Motor Vehicle Allowance					894	706	706	894	957	1 023
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					0	0	0	0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					5 456	4 548	4 548	5 656	6 052	6 475
% increase	4					(16.6%)		24.4%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages					44 595	43 820	43 820	47 243	50 550	54 088
Pension and UIF Contributions					7 301	6 832	6 832	7 749	8 292	8 872
Medical Aid Contributions					6 443	5 394	5 394	6 509	6 964	7 452
Overtime					4 562	9 896	9 896	5 427	5 807	6 213
Performance Bonus					511	603	603	519	555	594
Motor Vehicle Allowance					3 275	2 860	2 860	3 290	3 520	3 766
Cellphone Allowance										
Housing Allowances					151	213	213	185	198	212
Other benefits and allowances					579	796	796	3 421	3 660	3 916
Payments in lieu of leave										
Long service awards					154	249	249	259	277	296
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					67 572	70 663	70 663	74 600	79 823	85 410
% increase	4					4.6%		5.6%	7.0%	7.0%
Total Parent Municipality					79 319	81 502	81 502	87 050	93 075	99 519
% increase	4					2.8%		6.8%	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					79 319	81 502	81 502	87 050	93 075	99 519
% increase	4					2.8%		6.8%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5				73 028	75 211	75 211	80 256	85 874	91 885

Free State: Thabo Mofutsanyana(DC19) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 632	5 246	5 226	5 265	5 855	5 855	5 585	5 948	6 276
Pension and UIF Contributions		738	738	677	940	832	832	759	808	853
Medical Aid Contributions		217	217	216	236	253	253	219	234	247
Motor Vehicle Allowance		1 865	1 865	1 809	2 128	2 128	2 128	2 203	2 346	2 475
Cellphone Allowance		389	389	417	465	465	465	440	469	495
Housing Allowances		95	95	96	45	91	91	45	48	51
Other benefits and allowances										
Sub Total - Councillors		6 936	8 550	8 441	9 080	9 625	9 625	9 252	9 853	10 395
% increase	4		23.3%	(1.3%)	7.6%	6.0%		(3.9%)	6.5%	5.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 747	2 470	3 210	3 701	3 701	3 701	3 611	3 611	3 611
Pension and UIF Contributions		93	168	168				7	7	7
Medical Aid Contributions		6	88	97	41	41	41			
Overtime										
Performance Bonus			502	540	645	541	541	630	630	630
Motor Vehicle Allowance		502	770	770	804	804	804	818	818	818
Cellphone Allowance		42	61	61	61	61	61	61	61	61
Housing Allowances		60	72	72						
Other benefits and allowances		895								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 344	4 131	4 919	5 253	5 149	5 149	5 127	5 127	5 127
% increase	4		23.5%	19.1%	6.8%	(2.0%)		(0.4%)		
Other Municipal Staff										
Basic Salaries and Wages		23 179	26 546	29 141	30 648	30 449	30 449	34 072	36 557	39 079
Pension and UIF Contributions		2 306	3 726	3 597	4 453	3 266	3 266	5 433	5 811	6 202
Medical Aid Contributions		2 669	2 588	3 434	2 681	3 304	3 304	3 211	3 444	3 681
Overtime		49		137		238	238			
Performance Bonus										
Motor Vehicle Allowance		2 666	3 303	3 823	4 057	4 085	4 085	4 709	4 709	4 709
Cellphone Allowance		192	345	368	332	329	329	347	360	360
Housing Allowances		218	130	191	146	196	196	267	267	267
Other benefits and allowances			528	7	58	158	158	10	10	10
Payments in lieu of leave		616		1 048		452	452			
Long service awards		260								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 156	37 166	41 748	42 374	42 478	42 478	48 049	51 157	54 307
% increase	4		15.6%	12.3%	1.5%	0.2%		13.1%	6.5%	6.2%
Total Parent Municipality		42 436	49 847	55 108	56 707	57 252	57 252	62 427	66 137	69 829
% increase	4		17.5%	10.6%	2.9%	1.0%		9.0%	5.9%	5.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		42 436	49 847	55 108	56 707	57 252	57 252	62 427	66 137	69 829
% increase	4		17.5%	10.6%	2.9%	1.0%		9.0%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	35 500	41 297	46 667	47 627	47 627	47 627	53 175	56 283	59 433

Free State: Moqhaka(FS201) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 482	9 533	10 116	10 166	9 371	9 371	10 081	10 676	11 306
Pension and UIF Contributions		1 261	1 330		1 476	1 460	1 460	1 548	1 639	1 736
Medical Aid Contributions		864	840		903	881	881	934	989	1 047
Motor Vehicle Allowance		3 515	3 548	4 281	3 772	3 840	3 840	4 070	4 311	4 565
Cellphone Allowance		715	1 034	1 375	1 057	1 044	1 044	1 107	1 172	1 241
Housing Allowances										
Other benefits and allowances				984						
Sub Total - Councillors		14 837	16 285	16 757	17 374	16 596	16 596	17 740	18 786	19 895
% increase	4		9.8%	2.9%	3.7%	(4.5%)		6.9%	5.9%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 164	3 142	3 692	3 739	3 320	3 320	3 519	3 727	3 947
Pension and UIF Contributions		367	245	430	278	237	237	251	266	282
Medical Aid Contributions						160	160	170	180	190
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance						1 690	1 690	1 791	1 897	2 009
Housing Allowances						80	80	85	90	95
Other benefits and allowances		1 350	2 120	2 062	1 644	127	127	135	143	151
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 881	5 506	6 183	5 661	5 614	5 614	5 951	6 302	6 674
% increase	4		41.9%	12.3%	(8.4%)	(0.8%)		6.0%	5.9%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		92 183	75 452	97 383	117 272	120 048	120 048	131 625	139 391	147 615
Pension and UIF Contributions		999	1 011	1 033	20 027	22 401	22 401	23 745	25 146	26 630
Medical Aid Contributions		11 110	11 712	12 302	11 895	11 713	11 713	12 416	13 148	13 924
Overtime		11 805	13 317	15 131	15 059	14 064	14 064	14 908	15 787	16 719
Performance Bonus		8 004	7 406	7 829	8 892	8 834	8 834	9 364	9 917	10 502
Motor Vehicle Allowance		7 332	7 611	7 865	9 181	7 255	7 255	7 690	8 144	8 625
Cellphone Allowance		379	375	361	437	405	405	429	455	481
Housing Allowances		764	798	827	942	964	964	1 022	1 082	1 146
Other benefits and allowances		3 961	4 101	2 825	768	4 440	4 440	4 706	4 984	5 278
Payments in lieu of leave		1 734	1 754	6 430						
Long service awards										
Post-retirement benefit obligations		15 786	16 787	17 908	2 978	2 838	2 838	3 008	3 186	3 374
Sub Total - Other Municipal Staff		154 058	140 324	169 896	187 450	192 962	192 962	208 914	221 240	234 293
% increase	4		(8.9%)	21.1%	10.3%	2.9%		8.3%	5.9%	5.9%
Total Parent Municipality		172 776	162 115	192 835	210 485	215 172	215 172	232 604	246 328	260 861
% increase	4		(6.2%)	19.0%	9.2%	2.2%		8.1%	5.9%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		172 776	162 115	192 835	210 485	215 172	215 172	232 604	246 328	260 861
% increase	4		(6.2%)	19.0%	9.2%	2.2%		8.1%	5.9%	5.9%
TOTAL MANAGERS AND STAFF	5	157 939	145 830	176 079	193 111	198 576	198 576	214 865	227 542	240 967

Free State: Ngwathe(FS203) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 375	6 821	7 284	7 707	9 441	9 441	7 906	10 762	11 397
Pension and UIF Contributions		487	521	556	589	589	589	633	673	712
Medical Aid Contributions		72	77	82	87	87	87	93	99	105
Motor Vehicle Allowance		1 678	1 796	1 918	2 029	2 029	2 029	2 183	2 318	2 455
Cellphone Allowance		526	563	601	636	636	636	685	727	770
Housing Allowances										
Other benefits and allowances			15		25					
Sub Total - Councillors		9 138	9 793	10 442	11 073	12 781	12 781	11 500	14 579	15 439
% increase	4		7.2%	6.6%	6.0%	15.4%		(10.0%)	26.8%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 194	6 618	7 067	7 402	7 402	7 402	7 964	8 458	8 957
Pension and UIF Contributions		321	343	366	826	826	826	889	944	999
Medical Aid Contributions		204	218	233	368	368	368	396	421	446
Overtime										
Performance Bonus					567	567	567	610	648	686
Motor Vehicle Allowance		1 816	1 940	2 072	1 747	1 747	1 747	1 879	1 996	2 114
Cellphone Allowance		148	158							
Housing Allowances					36	36	36	39	41	44
Other benefits and allowances		436	466	498	23	23	23	25	27	28
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					271	271	271	292	310	329
Sub Total - Senior Managers of Municipality		9 118	9 743	10 236	11 240	11 240	11 240	12 095	12 845	13 602
% increase	4		6.9%	5.1%	9.8%			7.6%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		73 298	78 159	84 330	99 081	93 572	93 572	99 449	105 615	111 846
Pension and UIF Contributions		11 914	12 962	14 030	16 299	15 987	15 987	17 010	18 064	19 130
Medical Aid Contributions		3 984	4 286	7 356	7 660	7 469	7 469	7 966	8 460	8 959
Overtime		7 093	6 409	6 726	7 116	3 558	3 558	3 015	17 825	18 877
Performance Bonus			6 825	7 814	7 898	7 673	7 673	8 135	8 639	9 149
Motor Vehicle Allowance		2 583	2 069	2 209	2 783	2 744	2 744	2 877	3 056	3 236
Cellphone Allowance										
Housing Allowances		268	285	304	285	334	334	354	376	398
Other benefits and allowances		17 952	8 055	8 623	10 895	11 234	11 234	11 935	12 675	13 423
Payments in lieu of leave			1 556	2 580	2 841	663	663	657	698	739
Long service awards										
Post-retirement benefit obligations			786	937	720	709	709	753	799	847
Sub Total - Other Municipal Staff		117 091	121 391	134 908	155 579	143 944	143 944	152 151	176 208	186 604
% increase	4		3.7%	11.1%	15.3%	(7.5%)		5.7%	15.8%	5.9%
Total Parent Municipality		135 348	140 927	155 586	177 892	167 966	167 966	175 746	203 632	215 646
% increase	4		4.1%	10.4%	14.3%	(5.6%)		4.6%	15.9%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		135 348	140 927	155 586	177 892	167 966	167 966	175 746	203 632	215 646
% increase	4		4.1%	10.4%	14.3%	(5.6%)		4.6%	15.9%	5.9%
TOTAL MANAGERS AND STAFF	5	126 210	131 134	145 144	166 819	155 184	155 184	164 246	189 052	200 206

Free State: Metsimaholo(FS204) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 079	8 549	10 013	10 980	10 980	10 980	11 092	11 862	12 742
Pension and UIF Contributions		161	10	10	10	10	10	11	11	11
Medical Aid Contributions		107	13							
Motor Vehicle Allowance		3 580	2 715	3 272	3 514	3 514	3 514	3 946	4 222	4 518
Cellphone Allowance		475	617	908	916	916	916	938	1 004	1 074
Housing Allowances			620	207	99	99	99	357	354	367
Other benefits and allowances										
Sub Total - Councillors		12 402	12 524	14 410	15 519	15 519	15 519	16 343	17 453	18 711
% increase	4		1.0%	15.1%	7.7%			5.3%	6.8%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 377	6 263	7 176	7 606	7 606	7 606	8 215	8 790	9 406
Pension and UIF Contributions								11	11	12
Medical Aid Contributions			26		2	2	2			
Overtime										
Performance Bonus						341	341	704	755	807
Motor Vehicle Allowance		1 157	1 720	1 253	1 773	1 773	1 773	1 253	1 341	1 435
Cellphone Allowance				60				186	199	213
Housing Allowances				340				340	364	389
Other benefits and allowances				154						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 534	8 010	8 983	9 381	9 722	9 722	10 710	11 461	12 263
% increase	4		44.7%	12.2%	4.4%	3.6%		10.2%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		120 631	109 177	105 147	126 186	134 151	134 151	140 565	150 692	161 091
Pension and UIF Contributions		15 993	18 766	16 843	22 576	23 929	23 929	26 177	28 062	30 025
Medical Aid Contributions		9 079	9 466	9 663	11 499	13 297	13 297	14 539	15 586	17 103
Overtime		10 446	18 838	10 635	13 109	13 462	13 462	16 590	17 785	19 012
Performance Bonus										
Motor Vehicle Allowance		3 233	6 649	13 274	13 635	14 596	14 596	17 381	18 635	19 919
Cellphone Allowance					983	983	983	857	919	982
Housing Allowances		826	1 218	592	925	1 217	1 217	1 162	1 177	1 401
Other benefits and allowances		11 143	13 510	7 249	21 125	11 294	11 294	17 668	19 301	20 978
Payments in lieu of leave				1 264	3 541	3 541	3 541	3 785	4 058	4 338
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		171 351	177 624	164 669	213 579	216 470	216 470	238 725	256 214	274 848
% increase	4		3.7%	(7.3%)	29.7%	1.4%		10.3%	7.3%	7.3%
Total Parent Municipality		189 287	198 158	188 061	238 479	241 712	241 712	265 778	285 127	305 822
% increase	4		4.7%	(5.1%)	26.8%	1.4%		10.0%	7.3%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		189 287	198 158	188 061	238 479	241 712	241 712	265 778	285 127	305 822
% increase	4		4.7%	(5.1%)	26.8%	1.4%		10.0%	7.3%	7.3%
TOTAL MANAGERS AND STAFF	5	176 885	185 634	173 652	222 960	226 193	226 193	249 435	267 675	287 111

Free State: Mafube(FS205) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 973	4 750		3 139	3 139		3 327	3 527	3 738
Pension and UIF Contributions		85	114		398	398		489	519	550
Medical Aid Contributions		15	17		63	63		68	73	78
Motor Vehicle Allowance		262	298		1 193	1 193		1 276	1 366	1 461
Cellphone Allowance		41	47		223	223		238	255	273
Housing Allowances										
Other benefits and allowances		44	10		127	127		527	602	685
Sub Total - Councillors		5 420	5 235		5 143	5 143		5 926	6 341	6 785
% increase	4		(3.4%)	(100.0%)			(100.0%)		7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 796	2 999		3 614	3 614		3 450	3 692	3 950
Pension and UIF Contributions		309	543		667	667		171	183	196
Medical Aid Contributions					63	63		66	71	76
Overtime										
Performance Bonus										
Motor Vehicle Allowance		664	824		796	796		844	903	967
Cellphone Allowance		16			10	10		11	11	12
Housing Allowances										
Other benefits and allowances		478	788		301	301		1 020	1 097	1 169
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 263	5 154		5 451	5 451		5 563	5 958	6 370
% increase	4		20.9%	(100.0%)			(100.0%)		7.1%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		56 430	60 000		44 415	44 415		47 524	50 851	54 410
Pension and UIF Contributions					8 688	8 688		9 296	9 947	10 643
Medical Aid Contributions					4 006	4 006		4 287	4 587	4 908
Overtime					1 405	1 405		1 504	1 609	1 722
Performance Bonus										
Motor Vehicle Allowance		746	613		3 332	3 332		3 566	3 815	4 082
Cellphone Allowance					76	76		81	86	92
Housing Allowances					35	35		37	40	43
Other benefits and allowances		5 032	3 849		9 988	9 988		15 673	16 792	17 576
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		62 208	64 462		71 946	71 946		81 967	87 727	93 476
% increase	4		3.6%	(100.0%)			(100.0%)		7.0%	6.6%
Total Parent Municipality		71 891	74 851		82 539	82 539		93 456	100 026	106 631
% increase	4		4.1%	(100.0%)			(100.0%)		7.0%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		71 891	74 851		82 539	82 539		93 456	100 026	106 631
% increase	4		4.1%	(100.0%)			(100.0%)		7.0%	6.6%
TOTAL MANAGERS AND STAFF	5	66 470	69 616		77 396	77 396		87 530	93 686	99 846

Free State: Fezile Dabi(DC20) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 264		4 792	5 901	5 901	5 901	6 849	7 366	7 897
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		331		285	392	392	392	292	314	337
Housing Allowances										
Other benefits and allowances		1 370		1 499	1 791	1 791	1 791			
Sub Total - Councillors		5 965		6 577	8 083	8 083	8 083	7 141	7 680	8 233
% increase	4		(100.0%)		22.9%			(11.7%)	7.6%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 442		5 097	5 634	5 619	5 619	5 390	5 489	5 590
Pension and UIF Contributions					11					
Medical Aid Contributions										
Overtime										
Performance Bonus		717			1 053	1 047	1 047	1 101	1 185	1 270
Motor Vehicle Allowance		941		1 493	1 878	1 873	1 873	1 590	1 711	1 834
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 100		6 590	8 576	8 539	8 539	8 081	8 384	8 694
% increase	4		(100.0%)		30.1%	(0.4%)		(5.4%)	3.8%	3.7%
Other Municipal Staff										
Basic Salaries and Wages		36 874		45 247	46 171	47 237	47 237	48 845	49 826	50 826
Pension and UIF Contributions		6 298		7 708	8 660	8 749	8 749	9 982	10 741	11 514
Medical Aid Contributions		2 571		3 335	7 023	5 907	5 907	4 532	4 876	5 228
Overtime		1 188		1 444	1 257	1 327	1 327	2 598	2 795	2 997
Performance Bonus										
Motor Vehicle Allowance		7 661		9 533	11 032	47 237	47 237	10 493	11 290	12 093
Cellphone Allowance										
Housing Allowances		321		298	1 173	1 071	1 071	458	493	528
Other benefits and allowances		2 773		3 119	4 298	3 901	3 901	4 034	4 341	4 653
Payments in lieu of leave		0		931						
Long service awards										
Post-retirement benefit obligations				1 649						
Sub Total - Other Municipal Staff		57 686		73 264	79 615	115 430	115 430	80 942	84 363	87 839
% increase	4		(100.0%)		8.7%	45.0%		(29.9%)	4.2%	4.1%
Total Parent Municipality		68 751		86 431	96 274	132 052	132 052	96 164	100 427	104 766
% increase	4		(100.0%)		11.4%	37.2%		(27.2%)	4.4%	4.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		68 751		86 431	96 274	132 052	132 052	96 164	100 427	104 766
% increase	4		(100.0%)		11.4%	37.2%		(27.2%)	4.4%	4.3%
TOTAL MANAGERS AND STAFF	5	62 786		79 854	88 190	123 969	123 969	89 023	92 747	96 533

Gauteng: Ekurhuleni Metro(EKU) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		49 940	50 089	50 469	55 607		54 495	64 682	69 209	73 916
Pension and UIF Contributions		7 449	7 366	7 424	8 072		7 911	9 405	10 063	10 748
Medical Aid Contributions		2 161	2 105	2 095	2 673		2 620	3 358	3 593	3 837
Motor Vehicle Allowance		9 805	10 459	11 359	11 382		11 154	14 271	15 270	16 308
Cellphone Allowance		2 435	3 339	4 253	4 856		4 759	5 702	6 102	6 516
Housing Allowances		16 163	20 783	24 377	26 259		25 734	29 136	31 175	33 295
Other benefits and allowances										
Sub Total - Councillors		87 955	94 141	99 977	108 849		106 672	126 553	135 412	144 620
% increase	4		7.0%	6.2%	8.9%	(100.0%)		18.6%	7.0%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		33 998		43 760	47 022	47 022	42 320	50 314	53 836	57 604
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				4 558	5 776	5 776	5 198	6 180	6 613	7 076
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		445		1 823	2 334	2 334	2 101	2 497	2 672	2 859
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		34 444		50 142	55 132	55 132	49 619	58 992	63 121	67 539
% increase	4		(100.0%)		10.0%		(10.0%)	18.9%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		3 253 502	3 597 216	3 603 191	3 836 939	3 854 254	3 821 035	4 336 603	4 890 886	5 262 372
Pension and UIF Contributions		620 615	658 631	688 874	809 409	807 657	743 045	836 297	888 306	948 711
Medical Aid Contributions		238 589	250 279	354 350	283 215	283 215	260 558	372 536	399 930	427 125
Overtime		393 765	471 338	512 118	386 723	387 231	356 253	409 439	440 166	470 097
Performance Bonus										
Motor Vehicle Allowance				203 779	225 015	224 867	206 877	220 225	235 641	251 665
Cellphone Allowance		10 955	13 589	16 833	15 671	15 811	14 547	16 108	17 235	18 407
Housing Allowances				42 144	56 355	56 355	51 847	58 426	63 836	68 177
Other benefits and allowances		42 195	11 024	31 070	32 287	1 583	1 456	3 633	3 923	4 190
Payments in lieu of leave		89 398	112 943	100 916	151 157	151 157	139 065	183 520	195 008	208 269
Long service awards		61 569	46 364	(89 109)	18 557	18 557	17 073	19 671	21 147	22 585
Post-retirement benefit obligations		222 497	270 751	73 042	77 026					
Sub Total - Other Municipal Staff		4 933 085	5 432 135	5 537 209	5 892 355	5 800 688	5 611 754	6 456 456	7 156 078	7 681 598
% increase	4		10.1%	1.9%	6.4%	(1.6%)	(3.3%)	15.1%	10.8%	7.3%
Total Parent Municipality		5 055 483	5 526 277	5 687 328	6 056 336	5 855 820	5 768 045	6 642 001	7 354 611	7 893 757
% increase	4		9.3%	2.9%	6.5%	(3.3%)	(1.5%)	15.2%	10.7%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		5 055 483	5 526 277	5 687 328	6 056 336	5 855 820	5 768 045	6 642 001	7 354 611	7 893 757
% increase	4		9.3%	2.9%	6.5%	(3.3%)	(1.5%)	15.2%	10.7%	7.3%
TOTAL MANAGERS AND STAFF	5	4 967 529	5 432 135	5 587 350	5 947 487	5 855 820	5 661 373	6 515 448	7 219 199	7 749 137

Gauteng: City Of Johannesburg(JHB) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		85 732	89 685	100 161	111 951	111 951	111 951	118 717	129 359	138 273
Pension and UIF Contributions		10 220	10 691	10 313	12 268	12 268	12 268	18 225	18 535	19 648
Medical Aid Contributions				165	3 338	3 338	3 338	2 489	2 591	2 746
Motor Vehicle Allowance		18 288	19 131	16 860	16 774	16 774	16 774	12 700	12 709	13 473
Cellphone Allowance								330	330	349
Housing Allowances								345	347	368
Other benefits and allowances								893	893	946
Sub Total - Councillors		114 240	119 508	127 499	144 331	144 331	144 331	153 699	164 764	175 803
% increase	4		4.6%	6.7%	13.2%			6.5%	7.2%	6.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		16 388	20 183	23 173	45 296	45 381	45 381	46 741	47 936	51 560
Pension and UIF Contributions		584	577	1 361	2 111	1 957	1 957	1 947	2 417	2 678
Medical Aid Contributions		35	56	70	331	273	273	455	538	598
Overtime										
Performance Bonus		1 224	902	1 734	1 266	1 140	1 140	1 568	1 698	1 852
Motor Vehicle Allowance		872	383	453	2 829	2 860	2 860	2 681	2 755	2 983
Cellphone Allowance					5			265	262	281
Housing Allowances					450	430	430	451	473	476
Other benefits and allowances		584	3 140	640	921	849	849	793	3 123	3 297
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		19 687	25 241	27 431	53 209	52 890	52 890	54 901	59 203	63 725
% increase	4		28.2%	8.7%	94.0%	(0.6%)		3.8%	7.8%	7.6%
Other Municipal Staff										
Basic Salaries and Wages		3 144 494	3 246 684	3 102 981	3 377 597	3 423 144	3 423 144	3 725 091	3 995 578	4 269 658
Pension and UIF Contributions		293 272	308 668	510 491	467 808	484 229	484 229	510 516	545 857	582 266
Medical Aid Contributions		184 243	202 622	274 032	290 000	295 523	295 523	308 127	323 786	340 011
Overtime		28 554	35 928	75 158	96 977	98 477	98 477	102 513	109 546	117 040
Performance Bonus		2 349	64	858	1 595	1 600	1 600	1 991	2 138	2 283
Motor Vehicle Allowance		173 270	172 909	244 223	290 247	292 072	292 072	308 294	328 915	349 100
Cellphone Allowance		320			5	5	5	5	7	7
Housing Allowances		9 350	9 192	13 032	18 376	18 326	18 326	20 003	21 544	23 115
Other benefits and allowances		346 160	390 473	492 293	740 756	590 554	590 554	693 267	739 084	788 448
Payments in lieu of leave		24 298	24 583	27 015	20 591	22 152	22 152	22 738	24 297	26 411
Long service awards										
Post-retirement benefit obligations		175	552	698	642	642	642	1 681	1 730	1 779
Sub Total - Other Municipal Staff		4 206 485	4 391 676	4 740 780	5 304 594	5 226 724	5 226 724	5 694 226	6 092 482	6 500 116
% increase	4		4.4%	7.9%	11.9%	(1.5%)		8.9%	7.0%	6.7%
Total Parent Municipality		4 340 412	4 536 425	4 895 710	5 502 134	5 423 945	5 423 945	5 902 826	6 316 448	6 739 644
% increase	4		4.5%	7.9%	12.4%	(1.4%)		8.8%	7.0%	6.7%
Board Members of Entities										
Basic Salaries and Wages		8 206	2 906	5 660	5 806	5 806	5 806	6 169	6 549	6 937
Pension and UIF Contributions		742	246	550	651	651	651	685	732	770
Medical Aid Contributions		415	86	343	406	406	406	427	456	480
Overtime										
Performance Bonus										
Motor Vehicle Allowance		684	171	780	923	923	923	971	1 038	1 092
Cellphone Allowance		69	29	91	108	108	108	113	121	127
Housing Allowances										
Other benefits and allowances		3 703	337	429	507	507	507	534	571	601
Board Fees		12 322	13 597	16 357	18 175	17 878	17 878	18 989	20 608	21 889
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		26 141	17 372	24 210	26 576	26 279	26 279	27 888	30 075	31 896
% increase	4		(33.5%)	39.4%	9.8%	(1.1%)		6.1%	7.8%	6.1%
Senior Managers of Entities										
Basic Salaries and Wages		137 630	86 817	48 578	54 642	57 321	57 321	54 657	57 155	60 211
Pension and UIF Contributions		30 775	4 429	3 130	3 738	4 058	4 058	3 249	3 337	3 570
Medical Aid Contributions		16 447	1 685	1 104	1 123	1 133	1 133	1 185	1 365	1 458
Overtime										
Performance Bonus		20 308	3 464	4 755	4 203	4 252	4 252	5 400	5 587	6 094
Motor Vehicle Allowance		3 521	1 663	2 088	1 937	2 582	2 582	1 826	2 053	2 204
Cellphone Allowance		33	428	391	274	275	275	86	360	385
Housing Allowances		7								
Other benefits and allowances		18 779	4 326	1 011	1 318	1 377	1 377	1 123	1 538	1 642
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		227 501	102 812	61 058	67 235	70 997	70 997	67 526	71 395	75 564
% increase	4		(54.8%)	(40.6%)	10.1%	5.6%		(4.9%)	5.7%	5.8%
Other Staff of Entities										
Basic Salaries and Wages		2 054 295	2 240 947	2 444 242	2 533 697	2 689 701	2 689 701	2 812 146	3 096 422	3 305 146
Pension and UIF Contributions		246 777	297 487	361 715	449 661	473 921	473 921	491 271	530 435	572 289
Medical Aid Contributions		134 526	157 177	201 861	250 720	256 570	256 570	264 006	306 871	332 932
Overtime		268 778	262 919	222 520	238 592	239 711	239 711	243 774	270 733	295 952
Performance Bonus		84 083	32 942	114 840	118 575	120 221	120 221	127 270	135 379	148 581
Motor Vehicle Allowance		86 326	95 262	112 636	130 099	133 694	133 694	129 127	136 293	147 394
Cellphone Allowance			5 403	12 708	7 915	8 286	8 286	8 320	9 304	11 312
Housing Allowances		9 827	15 982	11 485	45 538	46 756	46 756	22 897	57 339	63 271
Other benefits and allowances		190 586	406 366	448 191	343 057	361 531	361 531	510 504	421 789	455 703
Payments in lieu of leave		11 420	6 530	(1 468)	8 225	8 884	8 884	9 488	9 970	10 647
Long service awards										
Post-retirement benefit obligations		7 230	2 062	2 205	3 102	3 288	3 288	1 061	4 439	4 722
Sub Total - Other Staff of Entities		3 093 848	3 523 078	3 930 935	4 129 182	4 342 563	4 342 563	4 619 864	4 978 974	5 347 949
% increase	4		13.9%	11.6%	5.0%	5.2%		6.4%	7.8%	7.4%
Total Municipal Entities		3 347 490	3 643 261	4 016 203	4 222 993	4 439 839	4 439 839	4 715 278	5 080 444	5 455 409
TOTAL SALARY, ALLOWANCES & BENEFITS		7 687 903	8 179 686	8 911 913	9 725 127	9 863 784	9 863 784	10 618 104	11 396 892	12 195 053
% increase	4		6.4%	9.0%	9.1%	1.4%		7.6%	7.3%	7.0%
TOTAL MANAGERS AND STAFF	5	7 547 522	8 042 806	8 760 204	9 554 220	9 693 174	9 693 174	10 436 517	11 202 053	11 987 354

Gauteng: City Of Tshwane(TSH) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		90 230	94 547	101 736	109 249	110 249	110 249	117 967	125 281	132 672
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		69	73	8						
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		2 274	2 168	2 449		2 500	2 500	2 500	2 655	2 812
Sub Total - Councillors		92 573	96 789	104 193	109 249	112 749	112 749	120 467	127 936	135 484
% increase	4		4.6%	7.6%	4.9%	3.2%		6.8%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		43 822	50 601	52 579	50 618	51 494	51 494	59 748	63 692	67 895
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		3 018	3 445	3 088						
Cellphone Allowance		585	702	649	784	687	687	732	778	824
Housing Allowances										
Other benefits and allowances		494	394	343						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		47 919	55 143	56 660	51 402	52 181	52 181	60 480	64 469	68 719
% increase	4		15.1%	2.8%	(9.3%)	1.5%		15.9%	6.6%	6.6%
Other Municipal Staff										
Basic Salaries and Wages		3 317 865	3 752 576	4 106 888	4 555 383	4 534 658	4 534 658	4 894 527	5 187 841	5 498 729
Pension and UIF Contributions		827 561	911 275	762 638	1 086 474	1 083 909	1 083 909	1 171 204	1 241 477	1 315 965
Medical Aid Contributions		276 214	341 614	373 454	386 466	386 759	386 759	417 710	442 773	469 339
Overtime		270 646	303 652	305 323	187 582	212 977	212 977	212 189	225 422	238 721
Performance Bonus		299	246	356	169	419	419	419	445	471
Motor Vehicle Allowance		255 494	282 517	295 622	308 762	309 839	309 839	334 721	354 804	376 092
Cellphone Allowance		17 230	20 324	20 614	20 480	21 619	21 619	22 946	22 840	24 187
Housing Allowances		22 624	22 557	25 033	23 914	24 371	24 371	26 129	27 697	29 358
Other benefits and allowances		229 063	308 457	277 089	317 889	318 321	318 321	342 493	363 222	384 954
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		167 731	200 793	180 404	229 686	203 500	203 500	203 073	215 663	228 387
Sub Total - Other Municipal Staff		5 384 728	6 144 010	6 347 420	7 116 804	7 096 373	7 096 373	7 625 411	8 082 183	8 566 204
% increase	4		14.1%	3.3%	12.1%	(0.3%)		7.5%	6.0%	6.0%
Total Parent Municipality		5 525 220	6 295 941	6 508 273	7 277 455	7 261 303	7 261 303	7 806 358	8 274 588	8 770 407
% increase	4		13.9%	3.4%	11.8%	(0.2%)		7.5%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		2 974	5 381	6 187	4 549	4 447	4 447	5 368	5 762	6 187
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		2 974	5 381	6 187	4 549	4 447	4 447	5 368	5 762	6 187
% increase	4		80.9%	15.0%	(26.5%)	(2.3%)		20.7%	7.3%	7.4%
Senior Managers of Entities										
Basic Salaries and Wages		7 504	13 859	30 021	28 889	29 411	29 411	27 353	28 099	30 021
Pension and UIF Contributions		541	515	2 206	874	874	874	1 934	2 066	2 206
Medical Aid Contributions		199	192	1 405	300	300	300	1 233	1 316	1 405
Overtime										
Performance Bonus		295	314	733	437	437	437	643	687	733
Motor Vehicle Allowance		403	1 002	4 234	1 236	1 236	1 236	3 713	3 965	4 234
Cellphone Allowance		44	75	245	447	447	447	214	229	245
Housing Allowances		160	163	411	208	208	208	360	385	411
Other benefits and allowances		257	231	685	410	410	410	601	642	685
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		9 403	16 351	39 940	32 801	33 322	33 322	36 052	37 388	39 940
% increase	4		73.9%	144.3%	(17.9%)	1.6%		8.2%	3.7%	6.8%
Other Staff of Entities										
Basic Salaries and Wages		45 361	57 375	93 626	68 454	69 336	69 336	82 127	87 675	93 626
Pension and UIF Contributions		4 124	9 101	15 693	11 860	11 860	11 860	13 760	14 695	15 693
Medical Aid Contributions		6 821	7 538	12 219	9 192	9 192	9 192	10 714	11 442	12 219
Overtime		2 256	2 763	2 922	2 414	2 414	2 414	2 484	2 736	2 922
Performance Bonus			3 460	5 560	4 486	4 486	4 486	4 875	5 206	5 560
Motor Vehicle Allowance		2 786	5 279	7 535	6 436	6 436	6 436	6 606	7 055	7 535
Cellphone Allowance			299	486	696	696	696	426	455	486
Housing Allowances		2 181	2 635	4 023	3 342	3 342	3 342	3 527	3 767	4 023
Other benefits and allowances		5 424	1 876	3 927	1 589	1 589	1 589	2 385	3 646	3 927
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		68 954	90 326	145 991	108 469	109 352	109 352	126 903	136 676	145 991
% increase	4		31.0%	61.6%	(25.7%)	0.8%		16.1%	7.7%	6.8%
Total Municipal Entities		81 331	112 058	192 117	145 819	147 121	147 121	168 323	179 826	192 117
TOTAL SALARY, ALLOWANCES & BENEFITS		5 606 551	6 407 999	6 700 390	7 423 274	7 408 424	7 408 424	7 974 681	8 454 414	8 962 524
% increase	4		14.3%	4.6%	10.8%	(0.2%)		7.6%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	5 511 004	6 305 830	6 590 010	7 309 476	7 291 228	7 291 228	7 848 847	8 320 717	8 820 853

Gauteng: Emfuleni(GT421) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		16 774	26 859	28 551	29 424	29 424		30 284	33 615	37 313
Pension and UIF Contributions		2 378	3 794	4 026	4 206	4 206		4 747	5 269	5 848
Medical Aid Contributions										
Motor Vehicle Allowance		6 347	10 001	10 647	11 304	11 304		11 554	12 825	14 236
Cellphone Allowance		1 163	2 081	1 578	2 359	2 359		2 248	2 495	2 769
Housing Allowances										
Other benefits and allowances				528	878	878				
Sub Total - Councillors		26 661	42 736	45 331	48 171	48 171		48 832	54 204	60 166
% increase	4		60.3%	6.1%	6.3%		(100.0%)		11.0%	11.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		12 313	13 545	13 856	18 508	18 508		17 502	18 692	19 963
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		63	70	71						
Motor Vehicle Allowance					2 006	2 006		1 706	1 822	1 946
Cellphone Allowance					255	255		222	237	253
Housing Allowances										
Other benefits and allowances		1 765	1 942	1 986	403	403		354	379	404
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		14 142	15 556	15 914	21 172	21 172		19 784	21 129	22 566
% increase	4		10.0%	2.3%	33.0%		(100.0%)		6.8%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		433 660	470 188	499 491	580 864	523 776		626 656	668 125	709 350
Pension and UIF Contributions		90 756	96 129	100 091	109 941	109 882		125 292	134 312	143 445
Medical Aid Contributions		40 414	44 741	40 216	42 294	50 090		53 723	57 459	61 367
Overtime		46 016	55 333	42 609	29 971	35 470		27 728	18 200	21 202
Performance Bonus		33 236	36 839	38 404	40 325	40 325		47 126	50 519	53 954
Motor Vehicle Allowance		35 583	36 703	36 902	37 300	37 300		44 342	47 357	50 578
Cellphone Allowance		3 231	3 482	3 646	3 501	3 501		4 101	4 380	4 677
Housing Allowances		2 399	2 272	2 521	2 711	2 711		4 419	4 719	5 040
Other benefits and allowances		36 525	48 055	45 394	69 429	54 429		67 312	76 561	85 461
Payments in lieu of leave		6 995	11 880	11 582	8 059	8 059		6 765	6 774	7 119
Long service awards		11 366	1 613	3 740	840	840		1 500	1 560	1 622
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		740 181	807 232	824 597	925 235	866 384		1 008 963	1 069 965	1 143 815
% increase	4		9.1%	2.2%	12.2%	(6.4%)	(100.0%)		6.0%	6.9%
Total Parent Municipality		780 984	865 524	885 842	994 578	935 726		1 077 580	1 145 298	1 226 548
% increase	4		10.8%	2.3%	12.3%	(5.9%)	(100.0%)		6.3%	7.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		780 984	865 524	885 842	994 578	935 726		1 077 580	1 145 298	1 226 548
% increase	4		10.8%	2.3%	12.3%	(5.9%)	(100.0%)		6.3%	7.1%
TOTAL MANAGERS AND STAFF	5	754 323	822 788	840 511	946 407	887 556		1 028 747	1 091 094	1 166 382

Gauteng: Midvaal(GT422) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 522	8 155	8 412	8 971	8 971	8 971	9 998	10 598	11 234
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		353	586	634	659	659	659	743	788	835
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 875	8 741	9 046	9 630	9 630	9 630	10 741	11 386	12 069
% increase	4		11.0%	3.5%	6.5%			11.5%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 237	8 216	7 974	7 944	7 944	7 944	8 676	9 284	9 934
Pension and UIF Contributions		1 032	859	1 121	1 115	1 115	1 115	1 186	1 171	1 160
Medical Aid Contributions		119	146	93	85	85	85	89	96	102
Overtime										
Performance Bonus		709	131							
Motor Vehicle Allowance		834	858	984	918	918	918	918	918	918
Cellphone Allowance		95	96	187	174	174	174	174	174	174
Housing Allowances										
Other benefits and allowances				1 740	97	97	97	98	103	103
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		10 026	10 306	12 099	10 333	10 333	10 333	11 141	11 745	12 391
% increase	4		2.8%	17.4%	(14.6%)			7.8%	5.4%	5.5%
Other Municipal Staff										
Basic Salaries and Wages		97 473	67 672	110 342	171 616	161 578	159 633	176 486	189 935	203 041
Pension and UIF Contributions		18 117	19 986	21 883	144	91	101	96	201	308
Medical Aid Contributions		7 763	8 281	8 610	12 426	11 770	11 810	12 106	12 954	13 860
Overtime		6 927	7 098	7 282	9 537	9 725	8 907	10 942	11 708	12 527
Performance Bonus		(709)	(131)							
Motor Vehicle Allowance		5 260	5 935	6 625	11 554	11 986	11 412	11 671	12 552	13 495
Cellphone Allowance		833	1 027	1 320	83	45	43	45	61	77
Housing Allowances		829	755	767	1 405	1 332	1 303	1 359	1 454	1 556
Other benefits and allowances					(97)	(97)	(97)	(98)	(103)	(103)
Payments in lieu of leave		1 108	1 170	826						
Long service awards										
Post-retirement benefit obligations		3 543	3 898	2 844	1 911	2 006	1 930	1 992	2 132	2 281
Sub Total - Other Municipal Staff		141 144	115 691	160 499	208 579	198 435	195 043	214 600	230 893	247 043
% increase	4		(18.0%)	38.7%	30.0%	(4.9%)	(1.7%)	10.0%	7.6%	7.0%
Total Parent Municipality		159 045	134 739	181 644	228 542	218 398	215 006	236 483	254 024	271 503
% increase	4		(15.3%)	34.8%	25.8%	(4.4%)	(1.6%)	10.0%	7.4%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		159 045	134 739	181 644	228 542	218 398	215 006	236 483	254 024	271 503
% increase	4		(15.3%)	34.8%	25.8%	(4.4%)	(1.6%)	10.0%	7.4%	6.9%
TOTAL MANAGERS AND STAFF	5	151 170	125 998	172 598	218 912	208 768	205 376	225 742	242 639	259 434

Gauteng: Lesedi(GT423) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 211	7 840	4 583	4 849	5 237	5 237	5 578	5 940	6 255
Pension and UIF Contributions		630		719	761	786	786	837	891	938
Medical Aid Contributions		360		409	433	468	468	499	531	559
Motor Vehicle Allowance		1 648		1 900	2 010	2 169	2 169	2 310	2 461	2 591
Cellphone Allowance		385		557	589	543	543	578	615	648
Housing Allowances		111		17	18	17	17	18	20	21
Other benefits and allowances										
Sub Total - Councillors		7 345	7 840	8 185	8 660	9 220	9 220	9 819	10 458	11 012
% increase	4		6.7%	4.4%	5.8%	6.5%		6.5%	6.5%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 999	4 327	5 324	5 109	5 109	5 109	5 144	5 535	5 933
Pension and UIF Contributions		367	146	200	412	412	412	420	452	484
Medical Aid Contributions		81		79	91	91	91	86	92	99
Overtime										
Performance Bonus		285								
Motor Vehicle Allowance		775	874	1 099	1 284	1 284	1 284	1 302	1 401	1 502
Cellphone Allowance					13	13	13	12	13	14
Housing Allowances					76	76	76	72	77	83
Other benefits and allowances			85							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 508	5 431	6 701	6 985	6 985	6 985	7 035	7 570	8 115
% increase	4		20.5%	23.4%	4.2%			0.7%	7.6%	7.2%
Other Municipal Staff										
Basic Salaries and Wages		54 379	66 071	75 554	97 464	98 220	98 220	107 400	124 287	131 497
Pension and UIF Contributions		13 091	12 963	19 732	19 501	18 745	18 745	20 670	23 789	25 233
Medical Aid Contributions		5 569	5 182	8 666	4 198	4 330	4 330	7 140	8 252	8 747
Overtime		4 564	4 786	4 854	2 753	3 267	3 267	2 902	3 123	3 348
Performance Bonus										
Motor Vehicle Allowance		1 281	4 252	1 240	4 149	4 149	4 149	4 425	4 761	5 104
Cellphone Allowance		74	1	103	1	1	1	1	1	1
Housing Allowances		390	293	692	378	378	378	407	437	469
Other benefits and allowances		7 359	63	9 160	188	586	586	1 835	1 975	2 117
Payments in lieu of leave		1 479	828	1 700	1 753	1 088	1 088	3 023	3 494	3 704
Long service awards			307		55	55	55			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		88 186	94 747	121 702	130 441	130 818	130 818	147 802	170 119	180 219
% increase	4		7.4%	28.4%	7.2%	0.3%		13.0%	15.1%	5.9%
Total Parent Municipality		100 039	108 018	136 588	146 085	147 023	147 023	164 657	188 146	199 345
% increase	4		8.0%	26.4%	7.0%	0.6%		12.0%	14.3%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		100 039	108 018	136 588	146 085	147 023	147 023	164 657	188 146	199 345
% increase	4		8.0%	26.4%	7.0%	0.6%		12.0%	14.3%	6.0%
TOTAL MANAGERS AND STAFF	5	92 694	100 178	128 403	137 425	137 803	137 803	154 837	177 689	188 333

Gauteng: Sedibeng(DC42) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 629	6 638	7 063	7 291	7 148	7 148	8 665	8 838	9 015
Pension and UIF Contributions		892	914	981	1 043	1 022	1 022	1 158	1 181	1 205
Medical Aid Contributions		245	286	343	390	421	421	392	400	408
Motor Vehicle Allowance		2 369	2 453	2 639	2 798	2 894	2 894	2 920	2 979	3 038
Cellphone Allowance		149	419	417	469	471	471	459	468	478
Housing Allowances				38						
Other benefits and allowances					707	676	676			
Sub Total - Councillors		10 284	10 709	11 481	12 698	12 633	12 633	13 594	13 866	14 143
% increase	4		4.1%	7.2%	10.6%	(0.5%)		7.6%	2.0%	2.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 044	5 581	6 654	7 398	7 398	7 398	7 842	7 999	8 159
Pension and UIF Contributions		652	690	899	581	581	581	616	628	641
Medical Aid Contributions					155	155	155	164	167	171
Overtime										
Performance Bonus				1 027						
Motor Vehicle Allowance		738	628	796	738	738	738	782	798	814
Cellphone Allowance										
Housing Allowances			17	33	5	5	5	5	5	5
Other benefits and allowances										
Payments in lieu of leave			61							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 434	6 976	9 409	8 877	8 877	8 877	9 409	9 598	9 789
% increase	4		(6.2%)	34.9%	(5.7%)			6.0%	2.0%	2.0%
Other Municipal Staff										
Basic Salaries and Wages		123 735	125 179	127 935	130 473	139 796	139 796	141 273	144 099	146 980
Pension and UIF Contributions		28 439	29 485	29 406	33 272	33 380	33 380	34 661	35 355	36 062
Medical Aid Contributions		10 656	11 093	12 028	11 416	11 355	11 355	12 261	12 506	12 757
Overtime		3 626	4 382	4 512	4 570	4 291	4 291	4 943	5 042	5 143
Performance Bonus		12 211	9 289	9 697	10 726	10 811	10 811	10 516	10 727	10 941
Motor Vehicle Allowance		8 844	9 510	9 166	7 484	8 732	8 732	8 323	8 489	8 659
Cellphone Allowance			1	0	576			50	51	52
Housing Allowances		996	868	890	945	1 343	1 343	1 305	1 331	1 358
Other benefits and allowances		2 949	2 791	2 967				706	720	734
Payments in lieu of leave		3 842	1 233	3 340	500	500	500	500	510	520
Long service awards										
Post-retirement benefit obligations				0	1 200	1 200	1 200	1 200	1 224	1 248
Sub Total - Other Municipal Staff		195 299	193 831	199 941	201 163	211 409	211 409	215 739	220 054	224 455
% increase	4		(0.8%)	3.2%	0.6%	5.1%		2.0%	2.0%	2.0%
Total Parent Municipality		213 017	211 516	220 831	222 738	232 918	232 918	238 743	243 517	248 388
% increase	4		(0.7%)	4.4%	0.9%	4.6%		2.5%	2.0%	2.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		213 017	211 516	220 831	222 738	232 918	232 918	238 743	243 517	248 388
% increase	4		(0.7%)	4.4%	0.9%	4.6%		2.5%	2.0%	2.0%
TOTAL MANAGERS AND STAFF	5	202 733	200 807	209 350	210 040	220 285	220 285	225 148	229 651	234 244

Gauteng: Mogale City(GT481) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 462	14 313	15 476	18 837	15 589	15 589	16 681	17 515	19 266
Pension and UIF Contributions		1 678	2 127	2 229	2 756	2 338	2 338	2 502	2 627	2 890
Medical Aid Contributions		569	569	528	928	968	968	1 035	1 087	1 196
Motor Vehicle Allowance		4 374	5 406	5 371	7 161	6 299	6 299	6 739	7 076	7 784
Cellphone Allowance		936	1 660	1 650	1 543	1 688	1 688	1 806	1 897	2 086
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 019	24 074	25 254	31 225	26 882	26 882	28 764	30 202	33 222
% increase	4		26.6%	4.9%	23.6%	(13.9%)		7.0%	5.0%	10.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 843	10 420	10 739	11 758	10 281	10 281	12 188	129	1
Pension and UIF Contributions		565	600	484	523	517	517	550	6	0
Medical Aid Contributions		118	129	159	178	165	165	192	203	215
Overtime										
Performance Bonus		764	617	1 318	2 144	2 648	2 648	2 833	2 975	3 124
Motor Vehicle Allowance		1 433	1 443	1 145	1 145	1 145	1 145	1 145	1 211	1 282
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		11 724	13 209	13 844	15 748	14 756	14 756	16 909	4 524	4 622
% increase	4		12.7%	4.8%	13.8%	(6.3%)		14.6%	(73.2%)	2.2%
Other Municipal Staff										
Basic Salaries and Wages		275 011	299 996	328 823	354 113	360 528	360 528	417 387	432 119	452 986
Pension and UIF Contributions		53 535	57 021	61 939	65 966	66 635	66 635	70 513	74 610	78 347
Medical Aid Contributions		17 448	19 481	22 506	23 671	24 010	24 010	26 693	28 026	29 426
Overtime		19 087	26 951	30 420	23 892	28 504	28 504	30 000	31 500	33 075
Performance Bonus		21 884	24 877	26 854	30 770	27 738	27 738	29 680	31 164	32 722
Motor Vehicle Allowance		32 140	35 279	37 833	38 118	41 352	41 352	44 327	46 534	48 851
Cellphone Allowance										
Housing Allowances		3 529	3 782	4 782	9 442	5 832	5 832	6 240	6 552	6 880
Other benefits and allowances										
Payments in lieu of leave		7 359	4 806	9 251	7 390	6 952	6 952	7 156	7 514	7 889
Long service awards		112	209	293	306	1 011	1 011	1 081	1 135	1 192
Post-retirement benefit obligations					6 888	5 381	5 381	5 757	6 045	6 348
Sub Total - Other Municipal Staff		430 104	472 403	522 701	560 556	567 943	567 943	638 834	665 200	697 716
% increase	4		9.8%	10.6%	7.2%	1.3%		12.5%	4.1%	4.9%
Total Parent Municipality		460 847	509 686	561 800	607 530	609 581	609 581	684 507	699 926	735 560
% increase	4		10.6%	10.2%	8.1%	0.3%		12.3%	2.3%	5.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		460 847	509 686	561 800	607 530	609 581	609 581	684 507	699 926	735 560
% increase	4		10.6%	10.2%	8.1%	0.3%		12.3%	2.3%	5.1%
TOTAL MANAGERS AND STAFF	5	441 828	485 612	536 545	576 304	582 699	582 699	655 743	669 724	702 338

Gauteng: Merafong City(GT484) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		16 619	16 619	16 619	16 227	17 610	17 610	20 983	22 242	23 576
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 619	16 619	16 619	16 227	17 610	17 610	20 983	22 242	23 576
% increase	4				(2.4%)	8.5%		19.2%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 432	7 240	8 636	10 640	10 640	10 640	13 243	14 038	14 880
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		956	962	1 036	1 187	1 187	1 187	1 589	1 780	1 994
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 389	8 201	9 672	11 827	11 827	11 827	14 833	15 818	16 874
% increase	4		11.0%	17.9%	22.3%			25.4%	6.6%	6.7%
Other Municipal Staff										
Basic Salaries and Wages		156 690	174 156	153 523	162 626	162 626	162 626	180 678	193 326	206 859
Pension and UIF Contributions		37 588	57 034	44 299	33 132	33 132	33 132	35 839	38 347	41 032
Medical Aid Contributions		16 358	18 029	18 406	18 645	18 645	18 645	21 618	23 132	24 751
Overtime		27 533	23 583	18 467	15 509	15 509	15 509	13 915	14 889	15 932
Performance Bonus						15 339	15 339	14 055	15 092	16 199
Motor Vehicle Allowance		8 039	9 021	8 856	10 102	10 102	10 102	10 477	11 211	11 996
Cellphone Allowance				2 493	2 245	2 245	2 245	2 281	2 441	2 612
Housing Allowances		1 334	1 334	1 558	1 813	1 813	1 813	1 859	1 989	2 129
Other benefits and allowances		3 357	5 145	8 677	18 655	18 655	18 655	4 401	4 709	5 039
Payments in lieu of leave				5 936	7 800	7 800	7 800	8 772	9 386	10 043
Long service awards		1 559	2 678	1 123	1 945	1 945	1 945	1 755	1 878	2 009
Post-retirement benefit obligations				6 000	6 600	6 600	6 600	17 191	18 394	19 682
Sub Total - Other Municipal Staff		252 459	290 982	269 338	279 072	294 411	294 411	312 843	334 794	358 281
% increase	4		15.3%	(7.4%)	3.6%	5.5%		6.3%	7.0%	7.0%
Total Parent Municipality		276 467	315 802	295 629	307 126	323 849	323 849	348 658	372 854	398 731
% increase	4		14.2%	(6.4%)	3.9%	5.4%		7.7%	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		276 467	315 802	295 629	307 126	323 849	323 849	348 658	372 854	398 731
% increase	4		14.2%	(6.4%)	3.9%	5.4%		7.7%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	259 848	299 183	279 010	290 899	306 238	306 238	327 675	350 612	375 155

Gauteng: Rand West City(GT485) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								27 132	28 892	30 654
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								522	558	597
Cellphone Allowance								250	268	287
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								27 904	29 718	31 537
% increase	4								6.5%	6.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								25 093	27 025	29 106
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								25 093	27 025	29 106
% increase	4								7.7%	7.7%
Other Municipal Staff										
Basic Salaries and Wages								230 145	247 866	266 952
Pension and UIF Contributions								55 550	58 587	61 769
Medical Aid Contributions								38 098	41 031	44 191
Overtime								10 675	11 497	12 383
Performance Bonus								6 934	7 468	8 043
Motor Vehicle Allowance								20 169	21 722	23 394
Cellphone Allowance								2 223	2 223	2 223
Housing Allowances								18 518	18 518	18 518
Other benefits and allowances										
Payments in lieu of leave										
Long service awards								17 908	19 287	20 772
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								400 220	428 199	458 244
% increase	4								7.0%	7.0%
Total Parent Municipality								453 217	484 942	518 887
% increase	4								7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								453 217	484 942	518 887
% increase	4								7.0%	7.0%
TOTAL MANAGERS AND STAFF	5							425 313	455 224	487 350

Gauteng: West Rand(DC48) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 989	9 509	10 094	8 572	8 072	8 072	6 844	7 282	7 748
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					3 007	2 807	2 807	3 230	3 437	3 657
Cellphone Allowance					748	748	748	803	854	909
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 989	9 509	10 094	12 327	11 627	11 627	10 877	11 573	12 314
% increase	4		19.0%	6.2%	22.1%	(5.7%)		(6.4%)	6.4%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 391	5 732	4 100	6 860	6 860	6 860	6 277	6 679	7 107
Pension and UIF Contributions			312		611	611	611			
Medical Aid Contributions										
Overtime				97	1 179	1 179	1 179			
Performance Bonus			148	965	952	952	952	1 161	1 235	1 315
Motor Vehicle Allowance		301	891	12				1 057	1 124	1 196
Cellphone Allowance				442				14	15	16
Housing Allowances				132						
Other benefits and allowances			14							
Payments in lieu of leave			350							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 692	7 447	5 748	9 602	9 602	9 602	8 510	9 054	9 634
% increase	4		58.7%	(22.8%)	67.1%			(11.4%)	6.4%	6.4%
Other Municipal Staff										
Basic Salaries and Wages		76 892	87 105	103 774	94 505	94 588	94 588	95 845	101 979	108 505
Pension and UIF Contributions		16 331	17 282	19 625	17 624	17 624	17 624	19 190	20 418	21 725
Medical Aid Contributions		8 552	9 279	10 982	9 968	9 968	9 968	11 970	12 736	13 551
Overtime		16 908	17 525	1 445	5 104	5 104	5 104	3 591	3 821	4 065
Performance Bonus		6 406	6 425	6 705	9 121	9 121	9 121	10 988	11 692	12 440
Motor Vehicle Allowance		5 704	7 111	9 305	8 049	8 049	8 049	8 077	8 594	9 144
Cellphone Allowance		27	271		43	43	43	32	34	36
Housing Allowances		1 271	1 307	1 251	1 223	1 223	1 223	1 340	1 425	1 517
Other benefits and allowances		2 941		7 062	2 443	2 443	2 443	2 445	2 602	2 768
Payments in lieu of leave		6 928	5 982	8 693	5 903	5 903	5 903	6 780	7 214	7 676
Long service awards					1 430	1 430	1 430			
Post-retirement benefit obligations		3 239	1 127							
Sub Total - Other Municipal Staff		145 197	153 414	168 842	155 412	155 496	155 496	160 258	170 514	181 427
% increase	4		5.7%	10.1%	(8.0%)	0.1%		3.1%	6.4%	6.4%
Total Parent Municipality		157 878	170 370	184 684	177 341	176 725	176 725	179 645	191 142	203 375
% increase	4		7.9%	8.4%	(4.0%)	(0.3%)		1.7%	6.4%	6.4%
Board Members of Entities										
Basic Salaries and Wages		406	258	261				2 635	2 804	2 983
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance								157	167	178
Cellphone Allowance								77	82	88
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		406	258	261				2 870	3 053	3 249
% increase	4		(36.6%)	1.4%	(100.0%)				6.4%	6.4%
Senior Managers of Entities										
Basic Salaries and Wages				1 058						
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities				1 058						
% increase	4				(100.0%)					
Other Staff of Entities										
Basic Salaries and Wages		1 654	1 452		4 310	4 310	4 310	4 638	4 935	5 250
Pension and UIF Contributions					5	5	5	6	6	7
Medical Aid Contributions										
Overtime			5		32	32	32	34	37	39
Performance Bonus					5	5	5	6	6	6
Motor Vehicle Allowance					1	1	1	1	1	1
Cellphone Allowance					60	60	60	64	68	73
Housing Allowances					1	1	1	2	2	2
Other benefits and allowances		1								
Payments in lieu of leave		21	10							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		1 675	1 466		4 415	4 415	4 415	4 750	5 054	5 378
% increase	4		(12.5%)	(100.0%)				7.6%	6.4%	6.4%
Total Municipal Entities		2 081	1 724	1 319	4 415	4 415	4 415	7 620	8 108	8 627
TOTAL SALARY, ALLOWANCES & BENEFITS		159 960	172 094	186 003	181 756	181 140	181 140	187 265	199 250	212 002
% increase	4		7.6%	8.1%	(2.3%)	(0.3%)		3.4%	6.4%	6.4%
TOTAL MANAGERS AND STAFF	5	151 565	162 327	175 648	169 429	169 513	169 513	173 518	184 623	196 439

Kwazulu-Natal: eThekwini(ETH) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		52 046	54 978	57 650	58 205	58 205	64 886	71 169	76 563	82 360
Pension and UIF Contributions		5 766	6 154	6 498	7 102	7 102	8 042	5 156	6 659	7 194
Medical Aid Contributions		2 933	4 066	4 430	1 792	1 792	5 138	3 570	3 758	3 956
Motor Vehicle Allowance		20 657	21 472	23 039	23 079	23 079	23 474	18 844	20 200	21 649
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		7 136	8 052	9 178	8 376	8 376	4 528	7 214	7 903	8 645
Sub Total - Councillors		88 538	94 721	100 795	98 554	98 554	106 068	105 953	115 083	123 805
% increase	4		7.0%	6.4%	(2.2%)		7.6%	(0.1%)	8.6%	7.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		14 847	15 203	20 233	25 530	25 530	25 530	22 680	24 128	25 679
Pension and UIF Contributions		1 250	1 774	1 956	3 209	3 209	3 209	1 947	2 083	2 227
Medical Aid Contributions		270	352	521	620	620	620	714	765	819
Overtime										
Performance Bonus		1 100	1 099	1 483	1 787	1 787	1 787	1 302	1 393	1 481
Motor Vehicle Allowance		2 950	3 436	4 784	6 984	6 984	6 984	2 821	3 001	3 194
Cellphone Allowance								104	110	116
Housing Allowances										
Other benefits and allowances		1 850	2 151	2 005	3 380	3 380	3 380	705	752	802
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		22 267	24 015	30 983	41 510	41 510	41 510	30 273	32 232	34 318
% increase	4		7.9%	29.0%	34.0%			(27.1%)	6.5%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		3 918 901	4 925 412	4 778 975	5 680 923	5 627 710	5 343 098	6 128 734	6 553 322	7 011 879
Pension and UIF Contributions		757 433	787 363	883 285	1 002 863	1 000 829	1 002 863	1 101 897	1 180 514	1 263 769
Medical Aid Contributions		276 118	406 979	453 858	522 601	519 921	522 601	513 644	552 881	593 582
Overtime		438 708	368 033	416 438	356 001	380 744	356 001	486 983	523 724	557 754
Performance Bonus								12 383	12 412	13 280
Motor Vehicle Allowance		186 519	179 653	201 581	218 291	224 161	218 291	277 213	296 197	316 690
Cellphone Allowance		14 079	15 629	16 477	17 940	18 029	17 940	19 809	21 100	22 578
Housing Allowances		17 884	18 389	18 458	19 030	26 598	19 030	62 427	66 782	71 472
Other benefits and allowances		29 359	68 986	63 376	70 884	99 548	70 884	90 788	97 070	103 723
Payments in lieu of leave		182 469	13 051	15 000	16 500	16 512	16 500	17 738	19 068	20 021
Long service awards		292	994	777	758	769	758	767	805	845
Post-retirement benefit obligations		78 816	61 773	284 895	124 258	124 258	121 519	150 899	161 462	172 764
Sub Total - Other Municipal Staff		5 900 578	6 846 262	7 133 120	8 030 051	8 039 079	7 689 486	8 863 280	9 485 336	10 148 357
% increase	4		16.0%	4.2%	12.6%	0.1%	(4.3%)	15.3%	7.0%	7.0%
Total Parent Municipality		6 011 383	6 964 998	7 264 898	8 170 115	8 179 143	7 837 064	8 999 506	9 632 651	10 306 479
% increase	4		15.9%	4.3%	12.5%	0.1%	(4.2%)	14.8%	7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		969	999		962	947	972	1 026	1 077	1 131
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		969	999		962	947	972	1 026	1 077	1 131
% increase	4		3.1%	(100.0%)		(1.6%)	2.6%	5.6%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		10 412	11 194	11 952	13 177	13 882	13 881	15 077	16 252	17 520
Pension and UIF Contributions		929	1 092	1 825	1 318	1 991	1 991	2 299	2 478	2 672
Medical Aid Contributions		107	123	315	140	384	384	405	435	467
Overtime		80	42		80	37	37	27	29	31
Performance Bonus				1 239		31	31	70	76	82
Motor Vehicle Allowance				22						
Cellphone Allowance				57		160	1 108	1 234	1 320	1 414
Housing Allowances						292				
Other benefits and allowances			634		816	816				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		11 528	13 085	15 410	15 531	17 592	17 432	19 111	20 589	22 187
% increase	4		13.5%	17.8%	0.8%	13.3%	(0.9%)	9.6%	7.7%	7.8%
Other Staff of Entities										
Basic Salaries and Wages		79 916	84 997	88 252	111 159	104 529	103 373	116 568	125 648	135 453
Pension and UIF Contributions		6 753	8 051	8 488	12 860	11 852	11 851	10 588	11 437	12 352
Medical Aid Contributions		2 140	1 575	1 501	180	1 866	1 866	1 820	1 976	2 145
Overtime		3 368	3 431	2 109	1 702	1 702				
Performance Bonus		2 720		3 758		32	32	72	78	85
Motor Vehicle Allowance										
Cellphone Allowance						1 416	3 057	2 496	2 711	2 942
Housing Allowances						2 067	1 964	4 450	4 833	5 244
Other benefits and allowances		3 455	2 024	2 869	2 602	3 382				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		98 352	100 078	106 977	128 503	126 846	122 143	135 994	146 683	158 221
% increase	4		1.8%	6.9%	20.1%	(1.3%)	(3.7%)	11.3%	7.9%	7.9%
Total Municipal Entities		110 849	114 162	122 387	144 996	145 385	140 547	156 130	168 350	181 539
TOTAL SALARY, ALLOWANCES & BENEFITS		6 122 232	7 079 160	7 387 285	8 315 111	8 324 528	7 977 611	9 155 636	9 801 001	10 488 018
% increase	4		15.6%	4.4%	12.6%	0.1%	(4.2%)	14.8%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	6 032 725	6 983 440	7 286 490	8 215 595	8 225 027	7 870 571	9 048 657	9 684 840	10 363 082

Kwazulu-Natal: Umdoni(KZN212) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 904	4 177	6 296	4 731	4 731	4 731	5 071	5 325	5 591
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 139	1 144		1 537	1 537	1 537	1 648	1 730	1 816
Cellphone Allowance		316	318		515	515	515	552	579	608
Housing Allowances										
Other benefits and allowances			49			56	56	60	63	66
Sub Total - Councillors		5 359	5 688	6 296	6 782	6 838	6 838	7 331	7 697	8 082
% increase	4		6.1%	10.7%	7.7%	0.8%		7.2%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 537	3 680	3 679	4 655	4 655	4 655	4 714	4 950	5 197
Pension and UIF Contributions			9							
Medical Aid Contributions										
Overtime										
Performance Bonus		139		239	388	388	388	393	412	433
Motor Vehicle Allowance			45							
Cellphone Allowance			54			15	15	222	233	245
Housing Allowances										
Other benefits and allowances			40					15	16	17
Payments in lieu of leave			154	90						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 676	3 982	4 009	5 043	5 058	5 058	5 344	5 611	5 892
% increase	4		(14.8%)	0.7%	25.8%	0.3%		5.7%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		36 134	38 915	46 463	45 693	43 978	43 978	47 463	49 836	52 328
Pension and UIF Contributions		9 852	6 803	10 292	11 253	10 161	10 161	10 735	11 272	11 836
Medical Aid Contributions			2 411							
Overtime		1 449	1 593	1 588	1 343	1 551	1 551	1 698	1 783	1 872
Performance Bonus		2 499	2 696		3 027	2 563	2 563	3 009	3 159	3 317
Motor Vehicle Allowance		361		276						
Cellphone Allowance			100		169	169	169	206	216	227
Housing Allowances		98	104	110	113	130	130	153	160	168
Other benefits and allowances			879	2 920	267	1 666	1 666	1 146	1 203	1 263
Payments in lieu of leave			512							
Long service awards			361							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		50 395	54 373	61 650	61 865	60 218	60 218	64 409	67 630	71 011
% increase	4		7.9%	13.4%	0.3%	(2.7%)		7.0%	5.0%	5.0%
Total Parent Municipality		60 430	64 043	71 954	73 690	72 114	72 114	77 084	80 938	84 985
% increase	4		6.0%	12.4%	2.4%	(2.1%)		6.9%	5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		60 430	64 043	71 954	73 690	72 114	72 114	77 084	80 938	84 985
% increase	4		6.0%	12.4%	2.4%	(2.1%)		6.9%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	55 071	58 355	65 658	66 907	65 275	65 275	69 754	73 241	76 903

Kwazulu-Natal: Umzumbe(KZN213) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 828	11 387		8 412	8 412	8 412	8 962	9 446	9 956
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 804	2 804	2 804	2 933	3 092	3 258
Cellphone Allowance					884	884	884	772	814	858
Housing Allowances										
Other benefits and allowances					421	771	771	627	661	696
Sub Total - Councillors		10 828	11 387		12 521	12 871	12 871	13 294	14 012	14 768
% increase	4		5.2%	(100.0%)		2.8%		3.3%	5.4%	5.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 820	2 942		5 057	5 057	5 057	3 955	4 169	4 394
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		34	534		708	708	708	738	778	820
Motor Vehicle Allowance								1 318	1 390	1 465
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		978	1 250		251	251	251	303	319	336
Payments in lieu of leave			164							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 832	4 890		6 015	6 015	6 015	6 315	6 656	7 015
% increase	4		27.6%	(100.0%)				5.0%	5.4%	5.4%
Other Municipal Staff										
Basic Salaries and Wages		14 105	17 020		21 779	21 779		26 881	26 166	27 579
Pension and UIF Contributions		1 452	1 776		3 438	3 438		3 957	4 171	4 396
Medical Aid Contributions		619	837		1 539	1 539		1 624	1 712	1 805
Overtime		324	502		300	400		400	422	444
Performance Bonus										
Motor Vehicle Allowance					3 853	3 853		3 853	4 061	4 280
Cellphone Allowance										
Housing Allowances					41	51		41	43	45
Other benefits and allowances		5 054	5 939		3 625	3 435		4 692	4 945	5 211
Payments in lieu of leave		902	465							
Long service awards								20	21	22
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		22 456	26 539		34 574	34 494		41 468	41 540	43 782
% increase	4		18.2%	(100.0%)		(0.2%)	(100.0%)		0.2%	5.4%
Total Parent Municipality		37 116	42 815		53 110	53 380	18 886	61 076	62 207	65 565
% increase	4		15.4%	(100.0%)		0.5%	(64.6%)	223.4%	1.9%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 116	42 815		53 110	53 380	18 886	61 076	62 207	65 565
% increase	4		15.4%	(100.0%)		0.5%	(64.6%)	223.4%	1.9%	5.4%
TOTAL MANAGERS AND STAFF	5	26 289	31 429		40 589	40 509	6 015	47 782	48 195	50 797

Kwazulu-Natal: uMuziwabantu(KZN214) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 041	4 518	4 513	4 478	4 478	4 478	6 240	6 628	6 959
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 157	1 040	1 328	1 199	1 199	1 199	812	853	896
Cellphone Allowance		252	276	396	465	465	465	447	469	492
Housing Allowances										
Other benefits and allowances					470	470	470	575	528	555
Sub Total - Councillors		5 450	5 834	6 238	6 612	6 612	6 612	8 074	8 478	8 902
% increase	4		7.0%	6.9%	6.0%			22.1%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 301	1 981	3 187	5 315	5 315	5 315	5 456	5 783	6 130
Pension and UIF Contributions		7	54	8	11	11	11	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		35	364	163				86	91	97
Cellphone Allowance		72						96	102	108
Housing Allowances										
Other benefits and allowances					1	1	1	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 415	2 399	3 358	5 327	5 327	5 327	5 649	5 988	6 348
% increase	4		(0.6%)	40.0%	58.6%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		16 917	16 994	22 786	26 848	25 232	25 232	28 676	29 710	31 137
Pension and UIF Contributions		3 264	3 583	3 847	3 176	3 192	3 192	3 503	3 705	3 890
Medical Aid Contributions		985	1 088	3 625	4 617	4 632	4 632	4 963	5 250	5 512
Overtime		2 027	2 273	1 543	2 791	2 892	2 892	3 121	3 277	3 441
Performance Bonus										
Motor Vehicle Allowance		1 578	1 282	1 495	1 690	2 073	2 073	2 100	2 246	2 358
Cellphone Allowance		211			234	316	316	317	320	335
Housing Allowances		214	134	491	541	541	541	531	563	591
Other benefits and allowances		9	359	1 710	18	20	20	45	48	50
Payments in lieu of leave		370			473	473	473	500	462	485
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 573	25 714	35 497	40 388	39 373	39 373	43 757	45 580	47 799
% increase	4		0.5%	38.0%	13.8%	(2.5%)		11.1%	4.2%	4.9%
Total Parent Municipality		33 438	33 947	45 093	52 327	51 312	51 312	57 480	60 047	63 049
% increase	4		1.5%	32.8%	16.0%	(1.9%)		12.0%	4.5%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 438	33 947	45 093	52 327	51 312	51 312	57 480	60 047	63 049
% increase	4		1.5%	32.8%	16.0%	(1.9%)		12.0%	4.5%	5.0%
TOTAL MANAGERS AND STAFF	5	27 988	28 113	38 855	45 715	44 700	44 700	49 406	51 569	54 147

Kwazulu-Natal: Ray Nkonyeni(KZN216) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								23 580	24 995	26 495
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								1 374	1 457	1 544
Housing Allowances										
Other benefits and allowances								493	523	554
Sub Total - Councillors								25 448	26 974	28 593
% increase	4								6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								11 033	8 176	8 749
Pension and UIF Contributions								6		
Medical Aid Contributions										
Overtime										
Performance Bonus								799	704	754
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								298	275	294
Payments in lieu of leave								74		
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								12 209	9 156	9 796
% increase	4								(25.0%)	7.0%
Other Municipal Staff										
Basic Salaries and Wages								216 862	231 932	248 051
Pension and UIF Contributions								40 249	43 052	46 050
Medical Aid Contributions								20 860	22 315	23 871
Overtime								8 591	9 192	9 835
Performance Bonus								17 229	18 427	19 709
Motor Vehicle Allowance								11 525	12 325	13 181
Cellphone Allowance								1 937	2 072	2 216
Housing Allowances								3 043	3 255	3 483
Other benefits and allowances								7 598	8 128	8 695
Payments in lieu of leave								697	739	783
Long service awards								39	42	44
Post-retirement benefit obligations								161	170	181
Sub Total - Other Municipal Staff								328 791	351 650	376 099
% increase	4								7.0%	7.0%
Total Parent Municipality								366 448	387 780	414 488
% increase	4								5.8%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								366 448	387 780	414 488
% increase	4								5.8%	6.9%
TOTAL MANAGERS AND STAFF	5							341 000	360 805	385 895

Kwazulu-Natal: Ugu(DC21) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 606	3 547	4 106	4 741	4 137	3 930	4 385	4 604	4 834
Pension and UIF Contributions		239	240	241	266	212	201	225	236	248
Medical Aid Contributions		154	172	191	190	180	171	191	201	211
Motor Vehicle Allowance		2 217	2 049	2 266	2 250	3 699	3 514	4 073	4 277	4 491
Cellphone Allowance		232	297	346	325	346	329	346	363	382
Housing Allowances		1 333	1 411	1 467	1 571	1 827	1 736	1 937	2 033	2 135
Other benefits and allowances		67	67	74	74	41	39	44	46	48
Sub Total - Councillors		7 849	7 784	8 690	9 417	10 443	9 920	11 200	11 760	12 348
% increase	4		(0.8%)	11.6%	8.4%	10.9%	(5.0%)	12.9%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 174	2 665	3 307	3 772	3 541	3 364	3 620	3 801	3 991
Pension and UIF Contributions		94	152	300	301	252	240	258	271	285
Medical Aid Contributions		34	67	123	137	121	115	124	130	136
Overtime										
Performance Bonus				362		600	570	627	658	691
Motor Vehicle Allowance		1 411	859	1 383	1 430	1 476	1 403	1 569	1 648	1 730
Cellphone Allowance		8		76	88	82	78	82	86	90
Housing Allowances		514	180	633	727	668	635	708	744	781
Other benefits and allowances		197	75	131	57	50	48	200	210	220
Payments in lieu of leave		794						196	206	216
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 227	3 998	6 314	6 513	6 791	6 452	7 384	7 753	8 141
% increase	4		(35.8%)	57.9%	3.2%	4.3%	(5.0%)	14.5%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		130 472	147 324	161 479	176 388	183 276	174 112	198 506	208 432	218 853
Pension and UIF Contributions		24 005	25 260	28 034	26 419	29 267	27 804	32 629	34 261	35 974
Medical Aid Contributions		9 077	10 221	11 613	16 600	18 050	17 147	19 913	20 908	21 954
Overtime		28 678	20 811	23 712	21 065	24 121	22 915	24 000	25 200	26 460
Performance Bonus		11 093								
Motor Vehicle Allowance		12 474	10 924	10 847	9 500	11 914	11 318	12 910	13 555	14 233
Cellphone Allowance		396	909	1 404	1 265	1 498	1 423	1 595	1 675	1 758
Housing Allowances		623	865	646	902	1 149	1 092	1 225	1 287	1 351
Other benefits and allowances		18 410	15 573	14 607	14 858	16 338	15 521	15 443	16 215	17 026
Payments in lieu of leave		(794)		3 431	6 066	6 074	5 771	6 081	6 385	6 705
Long service awards		302	3 296	3 550	1 418	1 182	1 123	2 223	2 334	2 451
Post-retirement benefit obligations		3 270	3 106	1 789	896	896	851			
Sub Total - Other Municipal Staff		238 006	238 289	261 110	275 376	293 765	279 077	314 525	330 251	346 764
% increase	4		0.1%	9.6%	5.5%	6.7%	(5.0%)	12.7%	5.0%	5.0%
Total Parent Municipality		252 082	250 071	276 114	291 306	310 999	295 449	333 109	349 764	367 253
% increase	4		(0.8%)	10.4%	5.5%	6.8%	(5.0%)	12.7%	5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages					25					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance						23	21	25	26	28
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			2	2	2	2	2	2	2	2
Board Fees			154	456	472	600	570	647	679	713
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities			155	458	499	625	593	674	708	743
% increase	4			194.4%	9.1%	25.2%	(5.0%)	13.6%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		1 684	1 613	2 981	3 707	4 866	4 622	5 428	5 699	5 984
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		161	117		136	153	145	22	23	24
Motor Vehicle Allowance				426						
Cellphone Allowance		49	46	36	33	33	32	33	35	37
Housing Allowances					19					
Other benefits and allowances		24	141	353		20	19	164	173	181
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		1 918	1 917	3 795	3 895	5 072	4 819	5 647	5 929	6 226
% increase	4			98.0%	2.6%	30.2%	(5.0%)	17.2%	5.0%	5.0%
Other Staff of Entities										
Basic Salaries and Wages		1 045	1 415	2 115	3 525	3 233	3 071	4 324	4 540	4 767
Pension and UIF Contributions		40	56	83	123	98	93	111	117	123
Medical Aid Contributions		145	129	171	287	216	205	244	256	269
Overtime		127	167	201	327	344	327	355	372	391
Performance Bonus			85	122	182	160	152	172	180	189
Motor Vehicle Allowance										
Cellphone Allowance					16	16	15	16	16	17
Housing Allowances		17	19	23	33	27	26	29	31	32
Other benefits and allowances		86	31	1 012	48	45	42	44	46	49
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		1 461	1 902	3 726	4 539	4 138	3 931	5 295	5 559	5 837
% increase	4		30.2%	95.9%	21.8%	(8.8%)	(5.0%)	34.7%	5.0%	5.0%
Total Municipal Entities		3 379	3 975	7 979	8 934	9 835	9 343	11 616	12 197	12 806
TOTAL SALARY, ALLOWANCES & BENEFITS		255 460	254 046	284 094	300 240	320 833	304 792	344 725	361 961	380 059
% increase	4		(0.6%)	11.8%	5.7%	6.9%	(5.0%)	13.1%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	247 612	246 106	274 946	290 324	309 766	294 278	332 850	349 493	366 967

Kwazulu-Natal: uMshwathi(KZN221) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 167	4 624	4 828	5 200	5 200	5 200	5 500	5 900	6 313
Pension and UIF Contributions		403	447	449	510	510	510	540	578	620
Medical Aid Contributions										
Motor Vehicle Allowance		1 395	1 693	1 771	1 900	1 900	1 900	2 000	2 140	2 290
Cellphone Allowance		282	544	540	620	620	620	580	621	665
Housing Allowances										
Other benefits and allowances		48	58	63	75	75	75	80	86	92
Sub Total - Councillors		6 296	7 366	7 651	8 305	8 305	8 305	8 700	9 325	9 980
% increase	4		17.0%	3.9%	8.5%			4.8%	7.2%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					4 300	4 300	4 300	4 650	4 900	5 200
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					500	500	500	500	530	561
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 800	4 800	4 800	5 150	5 430	5 761
% increase	4							7.3%	5.4%	6.1%
Other Municipal Staff										
Basic Salaries and Wages		21 152	27 716	33 145	29 620	32 470	32 470	33 000	35 009	37 151
Pension and UIF Contributions		3 629	4 166	5 422	6 097	6 097	6 097	7 033	7 457	7 914
Medical Aid Contributions		905	1 030	1 313	1 516	1 536	1 536	2 320	2 287	2 427
Overtime		714	719	659	660	670	670	880	987	1 047
Performance Bonus										
Motor Vehicle Allowance		1 448	1 961	2 453	2 920	3 790	3 790	3 730	3 954	4 201
Cellphone Allowance										
Housing Allowances		115	92	103	127	127	127	498	528	559
Other benefits and allowances		1 730	1 960	3 056	3 986	3 986	3 986	4 992	5 292	5 614
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		29 692	37 643	46 151	44 926	48 676	48 676	52 453	55 514	58 913
% increase	4		26.8%	22.6%	(2.7%)	8.3%		7.8%	5.8%	6.1%
Total Parent Municipality		35 988	45 009	53 803	58 031	61 781	61 781	66 303	70 269	74 654
% increase	4		25.1%	19.5%	7.9%	6.5%		7.3%	6.0%	6.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 988	45 009	53 803	58 031	61 781	61 781	66 303	70 269	74 654
% increase	4		25.1%	19.5%	7.9%	6.5%		7.3%	6.0%	6.2%
TOTAL MANAGERS AND STAFF	5	29 692	37 643	46 151	49 726	53 476	53 476	57 603	60 944	64 674

Kwazulu-Natal: uMngeni(KZN222) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 465	5 745	6 119	6 726	7 092	7 092	7 446	7 819	8 210
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 465	5 745	6 119	6 726	7 092	7 092	7 446	7 819	8 210
% increase	4		5.1%	6.5%	9.9%	5.4%		5.0%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 096	3 079	3 585	6 241	6 241	6 241	6 707	7 196	7 698
Pension and UIF Contributions			37		12	12	12	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			320	729	178	351	351			
Cellphone Allowance			43	80	114	114	114	114	120	126
Housing Allowances										
Other benefits and allowances								146	153	161
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 096	3 479	4 394	6 546	6 719	6 719	6 978	7 481	7 997
% increase	4		(15.1%)	26.3%	49.0%	2.6%		3.9%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		46 337	42 602	53 036	60 744	53 818	53 818	58 589	64 442	68 887
Pension and UIF Contributions		7 312	8 910	10 365	11 215	11 430	11 430	10 191	10 925	11 679
Medical Aid Contributions		2 669	3 219	3 742	6 054	4 680	4 680	6 091	6 530	6 981
Overtime		3 935	3 918	5 563	4 418	5 840	5 840	6 016	6 449	6 894
Performance Bonus										
Motor Vehicle Allowance		534	1 155	2 964	3 459	3 597	3 597	3 509	3 762	4 021
Cellphone Allowance		47	202	314	375	341	341	312	334	358
Housing Allowances		203	183	248	752	586	586	674	723	773
Other benefits and allowances		14 171	2 690	4 790	5 371	5 616	5 616	5 832	6 028	6 476
Payments in lieu of leave			3 102	2 376	4 605	3 105	3 105	3 309	3 515	3 722
Long service awards										
Post-retirement benefit obligations					691	691	691	736	782	828
Sub Total - Other Municipal Staff		75 209	65 979	83 397	97 683	89 705	89 705	95 261	103 490	110 619
% increase	4		(12.3%)	26.4%	17.1%	(8.2%)		6.2%	8.6%	6.9%
Total Parent Municipality		84 770	75 203	93 910	110 956	103 515	103 515	109 686	118 789	126 825
% increase	4		(11.3%)	24.9%	18.2%	(6.7%)		6.0%	8.3%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		84 770	75 203	93 910	110 956	103 515	103 515	109 686	118 789	126 825
% increase	4		(11.3%)	24.9%	18.2%	(6.7%)		6.0%	8.3%	6.8%
TOTAL MANAGERS AND STAFF	5	79 305	69 458	87 791	104 229	96 423	96 423	102 239	110 971	118 615

Kwazulu-Natal: Mpofana(KZN223) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 818	1 903	1 547	1 343	1 616	1 616	1 579	1 616	1 616
Pension and UIF Contributions					218	218	218	237	218	218
Medical Aid Contributions										
Motor Vehicle Allowance					407	407	407	479	407	407
Cellphone Allowance					293	293	293	155	445	631
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 818	1 903	1 547	2 261	2 534	2 534	2 449	2 686	2 872
% increase	4		4.7%	(18.7%)	46.1%	12.1%		(3.4%)	9.7%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 385	1 610	2 117	2 254	2 254	2 254	2 254	2 254	2 254
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		862	926	1 256	1 032	1 032	1 032	1 032	1 032	1 032
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 247	2 536	3 373	3 286	3 286	3 286	3 286	3 286	3 286
% increase	4		12.9%	33.0%	(2.6%)					
Other Municipal Staff										
Basic Salaries and Wages		11 780	14 263	17 844	15 078	15 406	15 406	18 577	20 815	22 406
Pension and UIF Contributions		2 793	3 283	3 774	3 707	3 707	3 707	4 375	4 690	5 013
Medical Aid Contributions		1 077	1 193	1 397	1 445	1 445	1 445	1 790	1 919	2 051
Overtime		1 112	561	1 323	1 631	1 631	1 631	500	500	500
Performance Bonus										
Motor Vehicle Allowance		291	847	2 016	618	618	618	405	433	463
Cellphone Allowance		93	36	26	31	31	31	41	44	47
Housing Allowances		35	83	104	106	106	106	353	378	404
Other benefits and allowances		4 108	2 386	2 455	3 267	3 267	3 267	3 582	3 950	4 329
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		21 289	22 652	28 939	25 883	26 211	26 211	29 622	32 729	35 214
% increase	4		6.4%	27.8%	(10.6%)	1.3%		13.0%	10.5%	7.6%
Total Parent Municipality		25 354	27 091	33 859	31 430	32 031	32 031	35 357	38 701	41 372
% increase	4		6.9%	25.0%	(7.2%)	1.9%		10.4%	9.5%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 354	27 091	33 859	31 430	32 031	32 031	35 357	38 701	41 372
% increase	4		6.9%	25.0%	(7.2%)	1.9%		10.4%	9.5%	6.9%
TOTAL MANAGERS AND STAFF	5	23 536	25 188	32 312	29 169	29 497	29 497	32 908	36 015	38 500

Kwazulu-Natal: Impendle(KZN224) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		540	951	1 956	1 206	1 209	1 209	1 282	1 358	1 440
Pension and UIF Contributions		177	214		301	302	302	320	340	360
Medical Aid Contributions										
Motor Vehicle Allowance		333	366		502	503	503	534	566	600
Cellphone Allowance		15	65		165	146	146	146	155	164
Housing Allowances										
Other benefits and allowances			23		25	25	25	25	27	28
Sub Total - Councillors		1 065	1 619	1 956	2 200	2 186	2 186	2 307	2 446	2 592
% increase	4		52.0%	20.8%	12.5%	(0.6%)		5.6%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			1 959	2 157	2 487	2 521	2 521	2 674	2 835	3 005
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			475	454	492			522	553	587
Cellphone Allowance					10			10	10	11
Housing Allowances						492	492			
Other benefits and allowances			24	24	24	10	10	24	25	27
Payments in lieu of leave										
Long service awards						24	24			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 458	2 635	3 013	3 047	3 047	3 230	3 423	3 629
% increase	4			7.2%	14.4%	1.1%		6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		10 155	9 001	10 206	11 272	11 918	11 918	12 788	13 555	14 368
Pension and UIF Contributions		1 243	1 257	1 510	1 607	1 676	1 676	1 807	1 916	2 030
Medical Aid Contributions		371	598	720	693	693	693	693	735	779
Overtime		138	94	63	60	60	60			
Performance Bonus		594	705	806	927	950	950	1 025	1 087	1 152
Motor Vehicle Allowance		811			540	650	650	660	700	742
Cellphone Allowance			12	12	12	12	12	12	13	13
Housing Allowances		34	29	44	44	59	59	62	66	70
Other benefits and allowances			144	158	230	346	346	356	378	400
Payments in lieu of leave		(44)	1 008	130						
Long service awards			323	75						
Post-retirement benefit obligations		203								
Sub Total - Other Municipal Staff		13 505	13 170	13 724	15 386	16 364	16 364	17 404	18 448	19 555
% increase	4		(2.5%)	4.2%	12.1%	6.4%		6.4%	6.0%	6.0%
Total Parent Municipality		14 570	17 248	18 315	20 599	21 597	21 597	22 941	24 317	25 776
% increase	4		18.4%	6.2%	12.5%	4.8%		6.2%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		14 570	17 248	18 315	20 599	21 597	21 597	22 941	24 317	25 776
% increase	4		18.4%	6.2%	12.5%	4.8%		6.2%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	13 505	15 629	16 359	18 399	19 411	19 411	20 634	21 872	23 184

Kwazulu-Natal: Msunduzi(KZN225) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		24 099	27 114	22 127	29 523	29 523	29 523	28 637	30 355	32 176
Pension and UIF Contributions		2 597	2 782	3 203	3 496	3 496	3 496	3 614	3 831	4 061
Medical Aid Contributions		325	349	1 803	1 296	1 296	1 296	1 416	1 501	1 591
Motor Vehicle Allowance		5 338	5 718	5 821	6 333	6 333	6 333	7 292	7 729	8 193
Cellphone Allowance		947	1 015	1 588	1 565	1 565	1 565	2 034	2 156	2 285
Housing Allowances		115	123	115	137	137	137	41	43	46
Other benefits and allowances										
Sub Total - Councillors		33 422	37 100	34 657	42 350	42 350	42 350	43 033	45 615	48 352
% increase	4		11.0%	(6.6%)	22.2%			1.6%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 310	5 041	5 442	6 744	6 744	6 744	6 102	6 468	6 856
Pension and UIF Contributions		368	639	798	870	870	870	511	542	574
Medical Aid Contributions					20	20	20	60	64	68
Overtime										
Performance Bonus			280	604	360	360	360	382	404	429
Motor Vehicle Allowance		518	697	962	756	756	756	818	867	919
Cellphone Allowance		72			90	90	90	100	106	113
Housing Allowances			37	98	64	64	64	142	150	159
Other benefits and allowances		123	108	133				509	540	572
Payments in lieu of leave										
Long service awards									0	
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 392	6 803	8 038	8 904	8 904	8 904	8 624	9 142	9 690
% increase	4		26.2%	18.2%	10.8%			(3.1%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		486 237	489 887	555 632	723 011	723 011	723 011	698 784	737 111	841 338
Pension and UIF Contributions		32 720	9 379	10 767	16 945	16 945	16 945	134 410	142 475	151 023
Medical Aid Contributions		91 114	143 280	154 656	110 158	110 158	110 158	46 584	49 379	52 342
Overtime		19 375	30 263	38 098	32 271	32 271	32 271	51 413	54 498	57 768
Performance Bonus										
Motor Vehicle Allowance		14 009	36 189	40 026	52 435	52 435	52 435	14 308	15 167	16 077
Cellphone Allowance								2 843	3 014	3 195
Housing Allowances		3 972	2 972	3 026	9 351	9 351	9 351	4 323	4 583	4 858
Other benefits and allowances		14 747						49 944	52 940	56 117
Payments in lieu of leave										
Long service awards		16 770	22 763	22 289	3 461	3 461	3 461	18 100	19 186	20 338
Post-retirement benefit obligations			79 570	50 089						
Sub Total - Other Municipal Staff		678 945	814 304	874 582	947 631	947 631	947 631	1 020 710	1 078 353	1 203 054
% increase	4		19.9%	7.4%	8.4%			7.7%	5.6%	11.6%
Total Parent Municipality		717 758	858 207	917 278	998 886	998 886	998 886	1 072 368	1 133 110	1 261 096
% increase	4		19.6%	6.9%	8.9%			7.4%	5.7%	11.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		257	285	308	409	409	409	442	482	525
Pension and UIF Contributions										
Medical Aid Contributions		9	10	13	14	14	14	15	17	18
Overtime										
Performance Bonus		5	6	6	6	6	6	6	7	8
Motor Vehicle Allowance		18	18	18	18	18	18	19	21	22
Cellphone Allowance		4	4	4	4	4	4	4	4	5
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		292	323	348	451	451	451	486	530	578
% increase	4		10.5%	7.8%	29.4%			7.8%	9.1%	9.0%
Other Staff of Entities										
Basic Salaries and Wages		1 535	1 915	2 203	2 749	2 749	2 749	2 969	3 236	3 527
Pension and UIF Contributions		117	140	158	194	194	194	209	228	248
Medical Aid Contributions		288	359	426	533	533	533	586	639	696
Overtime		345	375	286	457	457	457	597	650	709
Performance Bonus		35	30	22	25	25	25	27	29	32
Motor Vehicle Allowance		41	54	54	72	72	72	69	76	82
Cellphone Allowance		8	11	11	14	14	14	12	13	14
Housing Allowances										
Other benefits and allowances		180	215	227	250	250	250	288	314	342
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 548	3 099	3 387	4 293	4 293	4 293	4 757	5 185	5 651
% increase	4		21.6%	9.3%	26.8%			10.8%	9.0%	9.0%
Total Municipal Entities		2 840	3 422	3 735	4 744	4 744	4 744	5 243	5 715	6 229
TOTAL SALARY, ALLOWANCES & BENEFITS		720 598	861 629	921 013	1 003 630	1 003 630	1 003 630	1 077 610	1 138 825	1 267 326
% increase	4		19.6%	6.9%	9.0%			7.4%	5.7%	11.3%
TOTAL MANAGERS AND STAFF	5	687 177	824 529	886 356	961 280	961 280	961 280	1 034 577	1 093 210	1 218 974

Kwazulu-Natal: Mkhambathini(KZN226) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 638	4 101	4 122	4 800	4 800	4 800	5 088	5 383	5 695
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 638	4 101	4 122	4 800	4 800	4 800	5 088	5 383	5 695
% increase	4		12.7%	0.5%	16.5%			6.0%	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 976	4 892	4 256	4 256	4 256	4 215	4 460	4 718
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		50			42	42	42	50	53	56
Housing Allowances		41								
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		92	3 976	4 892	4 298	4 298	4 298	4 266	4 513	4 775
% increase	4		4243.0%	23.0%	(12.1%)			(0.8%)	5.8%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		12 066	11 850	12 250	15 780	15 780	15 780	14 971	15 839	16 758
Pension and UIF Contributions		1 942	1 660	3 455	2 223	2 223	2 223	3 522	3 726	3 943
Medical Aid Contributions		607	626	620	833	833	833	1 522	1 610	1 692
Overtime		735	757	710	855	855	855	1 060	1 121	1 187
Performance Bonus			1 390	917	828	828	828	1 544	1 634	1 729
Motor Vehicle Allowance		133	91	359	318	318	318			
Cellphone Allowance		28	15	60	52	52	52	66	70	74
Housing Allowances		35	33	42	52	52	52	97	102	108
Other benefits and allowances		1 079	109	268	90	90	90	8	9	9
Payments in lieu of leave		899	509	411	423	423	423			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		17 524	17 039	19 092	21 454	21 454	21 454	22 790	24 112	25 499
% increase	4		(2.8%)	12.0%	12.4%			6.2%	5.8%	5.8%
Total Parent Municipality		21 254	25 116	28 105	30 552	30 552	30 552	32 144	34 008	35 969
% increase	4		18.2%	11.9%	8.7%			5.2%	5.8%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		21 254	25 116	28 105	30 552	30 552	30 552	32 144	34 008	35 969
% increase	4		18.2%	11.9%	8.7%			5.2%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	17 615	21 015	23 984	25 752	25 752	25 752	27 056	28 625	30 274

Kwazulu-Natal: Richmond(KZN227) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 477	3 751	4 013	4 473	4 280	4 280	4 642	4 920	5 215
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 477	3 751	4 013	4 473	4 280	4 280	4 642	4 920	5 215
% increase	4		7.9%	7.0%	11.5%	(4.3%)		8.4%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 004	3 368	3 841	4 469	4 487	4 487	4 801	5 089	5 395
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					626	386	386	672	713	755
Motor Vehicle Allowance					450	604	604	672	712	755
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 004	3 368	3 841	5 545	5 477	5 477	6 146	6 514	6 905
% increase	4		68.1%	14.0%	44.3%	(1.2%)		12.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		11 329	14 245	23 599	20 436	19 224	19 224	22 175	23 775	25 490
Pension and UIF Contributions		2 041	2 467		2 969	3 158	3 158	3 225	3 451	3 692
Medical Aid Contributions		912	865		1 637	1 463	1 463	1 527	1 634	1 748
Overtime		447	222		125	461	461	30	32	34
Performance Bonus		969	1 053		1 697	1 220	1 220	1 847	1 983	2 129
Motor Vehicle Allowance		705	694		832	914	914	840	906	976
Cellphone Allowance		104	179		243	242	242	269	288	308
Housing Allowances		33	36		43	53	53	50	54	58
Other benefits and allowances		605	439		910	1 151	1 151	1 246	1 333	1 426
Payments in lieu of leave		823	909		1 000	1 150	1 150	900	963	1 030
Long service awards		367	246		400	400	400	400	428	458
Post-retirement benefit obligations		1 676	135		1 300	1 300	1 300	1 000	1 070	1 145
Sub Total - Other Municipal Staff		20 009	21 491	23 599	31 593	30 736	30 736	33 508	35 915	38 494
% increase	4		7.4%	9.8%	33.9%	(2.7%)		9.0%	7.2%	7.2%
Total Parent Municipality		25 490	28 610	31 453	41 611	40 493	40 493	44 295	47 350	50 615
% increase	4		12.2%	9.9%	32.3%	(2.7%)		9.4%	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 490	28 610	31 453	41 611	40 493	40 493	44 295	47 350	50 615
% increase	4		12.2%	9.9%	32.3%	(2.7%)		9.4%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	22 013	24 859	27 440	37 138	36 213	36 213	39 654	42 429	45 399

Kwazulu-Natal: uMgungundlovu(DC22) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 466	9 944	10 836	12 327	12 327	12 327	13 189	13 928	14 764
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 466	9 944	10 836	12 327	12 327	12 327	13 189	13 928	14 764
% increase	4		5.1%	9.0%	13.8%			7.0%	5.6%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 663			6 196	6 196	2 106	6 671	7 071	7 467
Pension and UIF Contributions		372						9	9	10
Medical Aid Contributions							213			
Overtime										
Performance Bonus		259			874	874	157	942	999	1 055
Motor Vehicle Allowance		879					463			
Cellphone Allowance										
Housing Allowances							3			
Other benefits and allowances		16			62	62	11	67	71	75
Payments in lieu of leave		99								
Long service awards							10			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 287			7 133	7 133	2 962	7 690	8 151	8 607
% increase	4		(100.0%)				(58.5%)	159.6%	6.0%	5.6%
Other Municipal Staff										
Basic Salaries and Wages		81 979	91 456	98 582	110 681	110 681	110 681	98 376	113 080	119 893
Pension and UIF Contributions		21 830	22 634	23 894	51 530	41 530	41 530	31 876	53 442	56 649
Medical Aid Contributions		12 338	1 637	13 116	10 875	10 875	10 875	11 527	12 173	12 903
Overtime		4 236	7 284	8 045	7 643	7 643	7 643	8 101	8 555	9 068
Performance Bonus		6 514	7 702	8 353	8 885	8 885	8 885	9 403	9 926	10 525
Motor Vehicle Allowance		12 520	12 993	14 052	12 428	12 428	12 428	12 981	13 708	14 530
Cellphone Allowance		22	22	35	22	22	22	23	24	26
Housing Allowances		590	592	794	811	811	811	736	777	824
Other benefits and allowances		2 169	2 571	6 316				9 470	10 000	10 600
Payments in lieu of leave		(1 485)	4 105	1 468						
Long service awards		10 699	6 180	(1 425)	1 361	1 361	1 361	1 508	1 593	1 688
Post-retirement benefit obligations				2 921	6 683	6 683	6 683			
Sub Total - Other Municipal Staff		151 411	157 176	176 152	210 919	200 919	200 919	184 002	223 278	236 707
% increase	4		3.8%	12.1%	19.7%	(4.7%)		(8.4%)	21.3%	6.0%
Total Parent Municipality		166 164	167 120	186 988	230 379	220 379	216 208	204 881	245 357	260 078
% increase	4		0.6%	11.9%	23.2%	(4.3%)	(1.9%)	(5.2%)	19.8%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		166 164	167 120	186 988	230 379	220 379	216 208	204 881	245 357	260 078
% increase	4		0.6%	11.9%	23.2%	(4.3%)	(1.9%)	(5.2%)	19.8%	6.0%
TOTAL MANAGERS AND STAFF	5	156 698	157 176	176 152	218 052	208 052	203 881	191 692	231 429	245 314

Kwazulu-Natal: Okhahlamba(KZN235) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 762		5 033	5 033	6 004	6 004	6 003	6 400	6 848
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 597		1 702	1 888	2 006	2 006	2 001	2 172	2 324
Cellphone Allowance		321		370	370	536	536	584	619	662
Housing Allowances										
Other benefits and allowances		103		49	49	63	63	63	67	75
Sub Total - Councillors		6 783		7 154	7 340	8 608	8 608	8 651	9 258	9 909
% increase	4		(100.0%)		2.6%	17.3%		0.5%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 666		2 196						
Pension and UIF Contributions				127						
Medical Aid Contributions				17						
Overtime										
Performance Bonus				325						
Motor Vehicle Allowance		443		548						
Cellphone Allowance										
Housing Allowances		263		288						
Other benefits and allowances		28		37						
Payments in lieu of leave		5								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 404		3 539						
% increase	4		(100.0%)		(100.0%)					
Other Municipal Staff										
Basic Salaries and Wages		16 027		25 477	25 885	31 019	31 019	35 682	29 788	31 388
Pension and UIF Contributions		3 333		4 726	4 904	5 582	5 582	6 337	5 154	5 430
Medical Aid Contributions		651		980	1 022	1 097	1 097	1 843	1 029	1 084
Overtime		924		969	1 033	2 031	2 031	1 322	1 090	1 148
Performance Bonus						551	551	660		
Motor Vehicle Allowance		1 095		1 583	1 617	2 332	2 332	2 324	2 498	2 633
Cellphone Allowance										
Housing Allowances				66	57	510	510	653	399	420
Other benefits and allowances		2 749		2 467	2 830	3 977	3 977	4 174	3 645	3 842
Payments in lieu of leave		408		909	924	481	481	1 126	972	1 025
Long service awards		121		204	217	230	230	234	229	241
Post-retirement benefit obligations				91	120	120	120		126	133
Sub Total - Other Municipal Staff		25 308		37 474	38 609	47 929	47 929	54 355	44 929	47 345
% increase	4		(100.0%)		3.0%	24.1%		13.4%	(17.3%)	5.4%
Total Parent Municipality		34 495		48 166	45 948	56 537	56 537	63 007	54 187	57 255
% increase	4		(100.0%)		(4.6%)	23.0%		11.4%	(14.0%)	5.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 495		48 166	45 948	56 537	56 537	63 007	54 187	57 255
% increase	4		(100.0%)		(4.6%)	23.0%		11.4%	(14.0%)	5.7%
TOTAL MANAGERS AND STAFF	5	27 712		41 012	38 609	47 929	47 929	54 355	44 929	47 345

Kwazulu-Natal: Inkosi Langalibalele(KZN237) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 853	5 036	5 502	3 195	3 195	3 195	11 135	11 914	12 748
Pension and UIF Contributions		414			455	455	455	487	521	558
Medical Aid Contributions					18	18	18	19	21	22
Motor Vehicle Allowance		1 104			1 223	1 223	1 223	1 309	1 400	1 498
Cellphone Allowance		230			370	370	370	396	424	454
Housing Allowances										
Other benefits and allowances					64	64	64	68	73	78
Sub Total - Councillors		4 601	5 036	5 502	5 326	5 326	5 326	13 414	14 353	15 358
% increase	4		9.5%	9.2%	(3.2%)			151.9%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 301	2 843	3 335	2 999	2 999	2 999	3 209	3 434	3 674
Pension and UIF Contributions			8	7	46	46	46	49	53	57
Medical Aid Contributions										
Overtime										
Performance Bonus		388	42	43	360	360	360	385	412	441
Motor Vehicle Allowance		194	470	501	551	551	551	590	631	675
Cellphone Allowance			53	57						
Housing Allowances			96	87						
Other benefits and allowances			41	9						
Payments in lieu of leave			67	28						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 884	3 620	4 066	3 957	3 957	3 957	4 234	4 530	4 847
% increase	4		(6.8%)	12.3%	(2.7%)			7.0%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		38 424	42 390	48 365	50 185	50 185	50 185	81 448	87 150	93 250
Pension and UIF Contributions		5 822	8 006	7 801	8 121	8 121	8 121	10 747	11 499	12 304
Medical Aid Contributions		2 329	3 510	3 910	3 960	3 960	3 960	5 263	5 631	6 026
Overtime		1 747	2 883	3 519	3 262	3 262	3 262	3 490	3 735	3 996
Performance Bonus		3 493	3 989	4 106	3 944	3 944	3 944	4 370	4 676	5 003
Motor Vehicle Allowance		1 164	1 661	1 200	1 193	1 193	1 193	2 875	3 076	3 292
Cellphone Allowance								419	449	480
Housing Allowances		582	127	209	318	318	318	448	479	513
Other benefits and allowances		4 657	5 321	3 530	1 560	1 560	1 560	4 408	4 716	5 047
Payments in lieu of leave			212	215	3 239	3 239	3 239	4 464	4 777	5 111
Long service awards			4 224							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 218	72 324	72 855	75 782	75 782	75 782	117 933	126 188	135 021
% increase	4		24.2%	0.7%	4.0%			55.6%	7.0%	7.0%
Total Parent Municipality		66 703	80 979	82 423	85 065	85 065	85 065	135 581	145 072	155 227
% increase	4		21.4%	1.8%	3.2%			59.4%	7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 703	80 979	82 423	85 065	85 065	85 065	135 581	145 072	155 227
% increase	4		21.4%	1.8%	3.2%			59.4%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	62 101	75 943	76 921	79 739	79 739	79 739	122 166	130 718	139 868

Kwazulu-Natal: Alfred Duma(KZN238) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					17 739	17 739	17 739	19 362	19 914	21 233
Pension and UIF Contributions					978	978	978	1 037	1 110	1 187
Medical Aid Contributions					275	275	275	291	312	334
Motor Vehicle Allowance					2 081	2 081	2 081	2 092	2 065	2 026
Cellphone Allowance					1 195	1 195	1 195	1 266	1 355	1 450
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					22 268	22 268	22 268	24 049	24 755	26 230
% increase	4							8.0%	2.9%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					24 740	23 869	23 869	22 418	23 788	25 256
Pension and UIF Contributions					2 016	1 947	1 947	868	921	975
Medical Aid Contributions					454	493	493	245	260	275
Overtime					24	39	39	24	25	27
Performance Bonus					685	685	685	753	806	862
Motor Vehicle Allowance					1 627	1 577	1 577	1 748	1 867	1 991
Cellphone Allowance								161	171	182
Housing Allowances					63	63	63	57	61	65
Other benefits and allowances					126	127	127	169	179	190
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					29 735	28 800	28 800	26 444	28 078	29 824
% increase	4					(3.1%)		(8.2%)	6.2%	6.2%
Other Municipal Staff										
Basic Salaries and Wages					170 296	176 481	176 481	154 637	217 522	228 978
Pension and UIF Contributions					20 420	20 351	20 351	13 445	15 307	16 368
Medical Aid Contributions					5 769	5 808	5 808	6 210	6 905	7 385
Overtime					7 869	7 704	7 704	3 500	3 770	4 034
Performance Bonus										
Motor Vehicle Allowance					10 675	10 625	10 625	2 916	4 987	5 330
Cellphone Allowance					16	16	16	497	703	751
Housing Allowances					640	640	640	1 463	1 626	1 740
Other benefits and allowances					166	167	167	132	320	341
Payments in lieu of leave					3 000	3 000	3 000	3 180	3 403	3 641
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					218 851	224 793	224 793	185 979	254 543	268 568
% increase	4					2.7%		(17.3%)	36.9%	5.5%
Total Parent Municipality					270 854	275 860	275 860	236 472	307 376	324 622
% increase	4					1.8%		(14.3%)	30.0%	5.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					270 854	275 860	275 860	236 472	307 376	324 622
% increase	4					1.8%		(14.3%)	30.0%	5.6%
TOTAL MANAGERS AND STAFF	5				248 586	253 592	253 592	212 423	282 621	298 392

Kwazulu-Natal: Uthukela(DC23) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 792	4 702	4 127	3 832	4 228	4 228	4 506	4 777	5 063
Pension and UIF Contributions			1							
Medical Aid Contributions										
Motor Vehicle Allowance				1 294	1 056	1 474	1 474	1 571	1 666	1 766
Cellphone Allowance				375	444	444	444	471	499	529
Housing Allowances										
Other benefits and allowances								3	3	4
Sub Total - Councillors		4 792	4 703	5 796	5 332	6 146	6 146	6 552	6 945	7 361
% increase	4		(1.9%)	23.2%	(8.0%)	15.3%		6.6%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 282	4 296	8 959	7 955	7 955	7 801	8 347	8 847	9 378
Pension and UIF Contributions			69							
Medical Aid Contributions										
Overtime										
Performance Bonus					696	696	696			
Motor Vehicle Allowance		336	747							
Cellphone Allowance										
Housing Allowances		32	127							
Other benefits and allowances		79	140							
Payments in lieu of leave			50							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 729	5 429	8 959	8 651	8 651	8 497	8 347	8 847	9 378
% increase	4		45.6%	65.0%	(3.4%)		(1.8%)	(1.8%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		98 924	76 474	94 309	151 329	140 995	141 149	129 546	136 877	145 090
Pension and UIF Contributions		9 948	11 439	813	19 338	19 338	19 338	18 181	19 272	20 428
Medical Aid Contributions		3 088	3 341	3 748	4 592	4 592	4 592	5 629	5 966	6 324
Overtime			15 997	18 038	11 146	21 480	21 480	13 233	24 627	26 104
Performance Bonus		3 292		6 736						
Motor Vehicle Allowance			4 907	3 897	9 436	9 436	9 436	7 519	7 970	8 448
Cellphone Allowance										
Housing Allowances			445	746	1 709	1 709	1 709	530	562	596
Other benefits and allowances		938	12 183	11 952	11 388	11 388	11 388	10 946	11 603	12 299
Payments in lieu of leave		2 633	(334)	1 229	1 789	1 789	1 789	1 220	1 294	1 371
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		118 823	124 452	141 468	210 727	210 727	210 881	186 803	208 170	220 660
% increase	4		4.7%	13.7%	49.0%		0.1%	(11.4%)	11.4%	6.0%
Total Parent Municipality		127 344	134 584	156 223	224 710	225 524	225 524	201 701	223 962	237 400
% increase	4		5.7%	16.1%	43.8%	0.4%		(10.6%)	11.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		127 344	134 584	156 223	224 710	225 524	225 524	201 701	223 962	237 400
% increase	4		5.7%	16.1%	43.8%	0.4%		(10.6%)	11.0%	6.0%
TOTAL MANAGERS AND STAFF	5	122 552	129 881	150 427	219 378	219 378	219 378	195 149	217 017	230 038

Kwazulu-Natal: Endumeni(KZN241) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			2 104		2 415	2 415		2 720	2 911	3 085
Pension and UIF Contributions			53		56	56		58	63	66
Medical Aid Contributions					23	23		23	25	26
Motor Vehicle Allowance			678		833	833		934	999	1 059
Cellphone Allowance			239		268	268		288	308	326
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			3 074		3 595	3 595		4 023	4 305	4 563
% increase	4			(100.0%)			(100.0%)		7.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 793	884	1 736	3 225	3 961		3 460	3 699	3 921
Pension and UIF Contributions		723	150	163	191	265		281	301	319
Medical Aid Contributions		141		68	90	105		128	137	145
Overtime										
Performance Bonus		679								
Motor Vehicle Allowance		57	24	234	675	707		632	676	717
Cellphone Allowance		43	64	40	47	61		47	50	53
Housing Allowances				30		78				
Other benefits and allowances		40	575	0	0	0		0	0	0
Payments in lieu of leave		186	236		131	56		141	150	159
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 661	1 934	2 272	4 359	5 233		4 689	5 014	5 314
% increase	4		(65.8%)	17.5%	91.9%	20.0%	(100.0%)		6.9%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		37 730	40 592	45 350	58 508	56 284		58 747	62 708	66 433
Pension and UIF Contributions		8 100	8 472	8 792	11 044	10 415		11 044	11 817	12 519
Medical Aid Contributions		2 780	3 248	3 484	4 227	4 031		3 964	4 240	4 494
Overtime		1 264	1 520	1 751	1 537	1 826		1 489	1 599	1 691
Performance Bonus		3 055	3 226							
Motor Vehicle Allowance		3 653	3 578	3 302	4 693	3 936		4 801	5 137	5 443
Cellphone Allowance				1 175	521	1 285		2 081	2 227	2 357
Housing Allowances		232	215	224	246	1 017		951	1 018	1 078
Other benefits and allowances		1 652	1 297	(974)	1 199	1 142		1 203	1 291	1 371
Payments in lieu of leave		1 677	2 327	1 810	2 094	2 390		2 118	2 266	2 400
Long service awards								981	1 030	1 081
Post-retirement benefit obligations		6 400		(760)	6 561	5 721		6 495	6 600	6 700
Sub Total - Other Municipal Staff		66 543	64 473	64 153	90 629	88 047		93 874	99 932	105 569
% increase	4		(3.1%)	(0.5%)	41.3%	(2.8%)	(100.0%)		6.5%	5.6%
Total Parent Municipality		72 204	69 481	66 425	98 583	96 875		102 586	109 250	115 447
% increase	4		(3.8%)	(4.4%)	48.4%	(1.7%)	(100.0%)		6.5%	5.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 204	69 481	66 425	98 583	96 875		102 586	109 250	115 447
% increase	4		(3.8%)	(4.4%)	48.4%	(1.7%)	(100.0%)		6.5%	5.7%
TOTAL MANAGERS AND STAFF	5	72 204	66 407	66 425	94 988	93 280		98 562	104 945	110 884

Kwazulu-Natal: Nquthu(KZN242) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 674	4 161	4 411	14 849	6 791	6 791	7 323	7 726	8 135
Pension and UIF Contributions		17	17							
Medical Aid Contributions		12								
Motor Vehicle Allowance		1 697	1 909	2 125	2 318	2 297	2 297	2 458	2 594	2 731
Cellphone Allowance		505	710	708	759	710	710	759	801	843
Housing Allowances										
Other benefits and allowances				180	253	303	303	147	156	164
Sub Total - Councillors		5 904	6 797	7 424	18 180	10 102	10 102	10 688	11 276	11 873
% increase	4		15.1%	9.2%	144.9%	(44.4%)		5.8%	5.5%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 055	4 090	4 161	4 450	4 450	4 450	5 026	5 302	5 583
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 055	4 090	4 161	4 450	4 450	4 450	5 026	5 302	5 583
% increase	4		0.9%	1.7%	6.9%			12.9%	5.5%	5.3%
Other Municipal Staff										
Basic Salaries and Wages		16 187	19 430	23 525	22 338	22 338	22 338	32 521	34 310	36 129
Pension and UIF Contributions		1 917	2 071	202	4 288	4 288	4 288	6 095	6 430	6 771
Medical Aid Contributions		607	676	899	2 270	2 270	2 270	2 614	2 757	2 903
Overtime		148	519	574	1 213	1 213	1 213	1 714	1 808	1 904
Performance Bonus		874	1 273	1 627	1 801	1 801	1 801	2 698	2 846	2 997
Motor Vehicle Allowance		879			5	5	5			
Cellphone Allowance		54	15	47	5	5	5	3	3	3
Housing Allowances		393	16	16	1 128	1 128	1 128	1 411	1 489	1 568
Other benefits and allowances		1 217	1 612	4 222	596	596	596	685	723	761
Payments in lieu of leave										
Long service awards								232	240	250
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		22 277	25 612	31 111	33 645	33 645	33 645	47 973	50 606	53 286
% increase	4		15.0%	21.5%	8.1%			42.6%	5.5%	5.3%
Total Parent Municipality		32 236	36 499	42 696	56 275	48 197	48 197	63 687	67 184	70 742
% increase	4		13.2%	17.0%	31.8%	(14.4%)		32.1%	5.5%	5.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		32 236	36 499	42 696	56 275	48 197	48 197	63 687	67 184	70 742
% increase	4		13.2%	17.0%	31.8%	(14.4%)		32.1%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	26 331	29 702	35 273	38 095	38 095	38 095	52 999	55 909	58 869

Kwazulu-Natal: Msinga(KZN244) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages				9 442	9 752	9 752		7 709	11 375	12 285
Pension and UIF Contributions								112		
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								639		
Housing Allowances										
Other benefits and allowances								2 705		
Sub Total - Councillors				9 442	9 752	9 752		11 165	11 375	12 285
% increase	4				3.3%		(100.0%)		1.9%	8.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages				3 161	3 414	3 414		3 687	3 982	4 301
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				3 161	3 414	3 414		3 687	3 982	4 301
% increase	4				8.0%		(100.0%)		8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality				12 603	13 166	13 166		14 852	15 357	16 585
% increase	4				4.5%		(100.0%)		3.4%	8.0%
Board Members of Entities										
Basic Salaries and Wages								17 319	18 704	20 201
Pension and UIF Contributions								3 047	3 290	3 554
Medical Aid Contributions										
Overtime								513	554	598
Performance Bonus								1 322	1 428	1 542
Motor Vehicle Allowance								2 181	2 355	2 543
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								24 381	26 331	28 438
% increase	4								8.0%	8.0%
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities								24 381	26 331	28 438
TOTAL SALARY, ALLOWANCES & BENEFITS				12 603	13 166	13 166		39 233	41 688	45 023
% increase	4				4.5%		(100.0%)		6.3%	8.0%
TOTAL MANAGERS AND STAFF	5			3 161	3 414	3 414		3 687	3 982	4 301

Kwazulu-Natal: Umvoti(KZN245) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			7 317	6 320				6 839	7 634	8 153
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								1 414	1 563	1 669
Cellphone Allowance								707	755	806
Housing Allowances										
Other benefits and allowances								71	76	82
Sub Total - Councillors			7 317	6 320				9 031	10 028	10 709
% increase	4			(13.6%)	(100.0%)				11.0%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 393	3 665				5 390	5 811	6 206
Pension and UIF Contributions			334	206				109	116	124
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			778	583				514	549	586
Cellphone Allowance			36	28				26	27	29
Housing Allowances			190	23				60	60	60
Other benefits and allowances			62	56				1	1	1
Payments in lieu of leave			57					264	291	310
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 850	4 561				6 363	6 854	7 316
% increase	4			(6.0%)	(100.0%)				7.7%	6.7%
Other Municipal Staff										
Basic Salaries and Wages				27 301				66 366	70 879	75 699
Pension and UIF Contributions				6 518				16 659	17 791	19 001
Medical Aid Contributions				1 331				2 425	2 590	2 766
Overtime				1 192						
Performance Bonus				2 304						
Motor Vehicle Allowance				1 847				1 940	2 072	2 213
Cellphone Allowance								125	133	142
Housing Allowances				1 550				104	112	120
Other benefits and allowances								2 313	2 471	2 639
Payments in lieu of leave								3 004	3 208	3 426
Long service awards				1 260						
Post-retirement benefit obligations				1 684						
Sub Total - Other Municipal Staff				44 987				92 936	99 256	106 005
% increase	4				(100.0%)				6.8%	6.8%
Total Parent Municipality			12 167	55 867				108 330	116 138	124 031
% increase	4			359.2%	(100.0%)				7.2%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			12 167	55 867				108 330	116 138	124 031
% increase	4			359.2%	(100.0%)				7.2%	6.8%
TOTAL MANAGERS AND STAFF	5		4 850	49 547				99 299	106 110	113 322

Kwazulu-Natal: Umzinyathi(DC24) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 964	3 310	3 701	3 599			3 593	3 802	4 022
Pension and UIF Contributions		166	190	202	178			180	190	201
Medical Aid Contributions		33	30	32	15			15	16	16
Motor Vehicle Allowance				49						
Cellphone Allowance		107	110	20	230			230	244	258
Housing Allowances										
Other benefits and allowances		22	119	34				307	325	344
Sub Total - Councillors		3 293	3 760	4 038	4 022			4 325	4 576	4 841
% increase	4		14.2%	7.4%	(0.4%)	(100.0%)			5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 888	2 580	4 036	5 456					
Pension and UIF Contributions		468	284	305	216					
Medical Aid Contributions		127	42	45	36					
Overtime										
Performance Bonus		437								
Motor Vehicle Allowance		584	566	608	420					
Cellphone Allowance		108	126	135	126					
Housing Allowances		276	322	346	259					
Other benefits and allowances		222	480	516						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 110	4 400	5 990	6 512					
% increase	4		(13.9%)	36.1%	8.7%	(100.0%)				
Other Municipal Staff										
Basic Salaries and Wages		21 982	55 991	56 984	74 389			87 845	94 170	100 668
Pension and UIF Contributions		2 144	6 806	7 263	11 275			10 175	10 910	11 664
Medical Aid Contributions		966	2 320	2 713	3 471			4 018	4 307	4 605
Overtime		562	5 400	8 137	7 646			4 198	4 500	4 811
Performance Bonus		637						244	262	280
Motor Vehicle Allowance			2 006	1 735	2 504			3 231	3 464	3 703
Cellphone Allowance		564	397	241	627			296	320	345
Housing Allowances			517	541	537			1 860	1 993	2 131
Other benefits and allowances		1 026	5 582	6 495	10 196			7 164	22 279	23 769
Payments in lieu of leave		941		3 450				997	1 068	1 142
Long service awards										
Post-retirement benefit obligations		3 659	8 822	2 908	10 373			3 149	3 376	3 609
Sub Total - Other Municipal Staff		32 480	87 841	90 468	121 017			123 177	146 651	156 727
% increase	4		170.4%	3.0%	33.8%	(100.0%)			19.1%	6.9%
Total Parent Municipality		40 883	96 001	100 496	131 551			127 502	151 226	161 569
% increase	4		134.8%	4.7%	30.9%	(100.0%)			18.6%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 883	96 001	100 496	131 551			127 502	151 226	161 569
% increase	4		134.8%	4.7%	30.9%	(100.0%)			18.6%	6.8%
TOTAL MANAGERS AND STAFF	5	37 591	92 241	96 458	127 529			123 177	146 651	156 727

Kwazulu-Natal: Newcastle(KZN252) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 447	13 007	13 350	11 661	11 892	11 892	12 955	13 476	14 284
Pension and UIF Contributions		1 085	1 176	1 231	1 590	1 590	1 590	1 700	1 812	1 933
Medical Aid Contributions		112	181	127	265	265	265	283	302	322
Motor Vehicle Allowance		3 956	3 186	4 487	4 452	4 452	4 452	4 759	5 073	5 412
Cellphone Allowance										
Housing Allowances		624	640	708	572	572	572	612	652	696
Other benefits and allowances										
Sub Total - Councillors				222	668	668	668	714	761	812
% increase	4				201.0%			6.9%	6.6%	6.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions		6 440	7 468	8 175	8 299	8 299	8 299	23 792	25 219	26 732
Medical Aid Contributions		715	623	237				547		
Overtime				84				160		
Performance Bonus										
Motor Vehicle Allowance			251					249		
Cellphone Allowance		1 774	1 725	1 489				825		
Housing Allowances										
Other benefits and allowances				56				30		
Payments in lieu of leave				410	2 838	2 838	2 838	137		
Long service awards		43	1 066							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions		153 729	190 689	181 344	263 133	267 528	267 528	283 743	273 731	293 870
Medical Aid Contributions		1 505	1 966	64 638	44 233	44 233	44 233	51 570	50 625	54 002
Overtime		12 522	13 045	15 416	19 377	19 377	19 377	18 714	22 114	23 589
Performance Bonus			35 586	24 277	32 116	32 116	32 116	35 605	41 419	44 181
Motor Vehicle Allowance								27 223		
Cellphone Allowance			2 341	17 044	19 745	19 745	19 745	12 496	22 501	24 001
Housing Allowances					63	63	63	11	72	77
Other benefits and allowances		7 101	16 765	10 535	9 062	9 062	9 062	8 910	10 361	11 052
Payments in lieu of leave		59 120	57 818	28 192	16 508	16 508	16 508	12 610	14 051	14 988
Long service awards		11 137	24 042	6 458	26 704	26 704	26 704		30 508	32 543
Post-retirement benefit obligations			102	908	381	381	381		435	464
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions		271 310	371 679	379 387	461 669	466 296	466 296	466 296	513 112	548 958
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Kwazulu-Natal: eMadlangeni(KZN253) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 691	1 755		1 999	1 920	1 920	3 012	3 193	3 384
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 691	1 755		1 999	1 920	1 920	3 012	3 193	3 384
% increase	4		3.8%	(100.0%)		(3.9%)		56.9%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 843	2 438	3 080	4 257	4 257	4 257	4 717	5 001	5 301
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				75						
Motor Vehicle Allowance										
Cellphone Allowance				56	59	59	59	118	125	132
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave				226						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 843	2 438	3 437	4 317	4 317	4 317	4 835	5 125	5 433
% increase	4		(14.2%)	41.0%	25.6%			12.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		8 247	10 604	14 021	15 385	15 734	15 734	17 859	23 686	25 019
Pension and UIF Contributions		809	106	1 102	1 317	1 382	1 382	1 273	1 347	1 425
Medical Aid Contributions		455	575	630	689	739	739	799	845	894
Overtime		349	380	385	136	424	424	115	122	129
Performance Bonus										
Motor Vehicle Allowance		141	375	231	74	237	237	266	282	298
Cellphone Allowance		77			52	62	62	44	46	47
Housing Allowances			156	103	7	42	42	30	32	34
Other benefits and allowances		1 001	1 336	1 379	1 274	1 891	1 891	1 555	1 646	1 741
Payments in lieu of leave			514	388						
Long service awards										
Post-retirement benefit obligations			906							
Sub Total - Other Municipal Staff		11 079	14 952	18 240	18 935	20 511	20 511	21 942	28 004	29 587
% increase	4		35.0%	22.0%	3.8%	8.3%		7.0%	27.6%	5.7%
Total Parent Municipality		15 613	19 145	21 677	25 251	26 748	26 748	29 789	36 323	38 405
% increase	4		22.6%	13.2%	16.5%	5.9%		11.4%	21.9%	5.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		15 613	19 145	21 677	25 251	26 748	26 748	29 789	36 323	38 405
% increase	4		22.6%	13.2%	16.5%	5.9%		11.4%	21.9%	5.7%
TOTAL MANAGERS AND STAFF	5	13 922	17 390	21 677	23 252	24 828	24 828	26 777	33 130	35 020

Kwazulu-Natal: Dannhauser(KZN254) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 357	6 478	5 845	7 413	7 413	7 413	7 925	8 376	8 838
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 357	6 478	5 845	7 413	7 413	7 413	7 925	8 376	8 838
% increase	4		48.7%	(9.8%)	26.8%			6.9%	5.7%	5.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 021	1 711	2 012	1 827	1 838	1 838	2 149	2 286	2 428
Pension and UIF Contributions		180	447	519	86	91	91	254	106	113
Medical Aid Contributions					101	103	103	99	106	112
Overtime										
Performance Bonus		116	111	122	188	202	202	220	234	249
Motor Vehicle Allowance		420	804	1 066	870	929	929	870	924	981
Cellphone Allowance		12	184	24	20	30	26	28	29	31
Housing Allowances					24	14	14	21	22	24
Other benefits and allowances		117	118	19	137	126	126	108	170	195
Payments in lieu of leave					38	42	42	52	55	24
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 867	3 375	3 761	3 293	3 374	3 370	3 801	3 933	4 157
% increase	4		80.8%	11.4%	(12.5%)	2.5%	(0.1%)	12.8%	3.5%	5.7%
Other Municipal Staff										
Basic Salaries and Wages		10 013	10 653	12 056	16 370	16 465	16 465	17 154	20 483	21 749
Pension and UIF Contributions		1 257	1 757	1 939	961	1 021	1 021	2 620	1 182	1 257
Medical Aid Contributions					869	888	888	855	910	969
Overtime		332	610	420	798	728	728	901	958	1 020
Performance Bonus		428	683	816	1 215	1 306	1 306	1 421	1 511	1 608
Motor Vehicle Allowance					123	131	131	123	131	139
Cellphone Allowance					58	86	75	79	84	89
Housing Allowances		19	27	51	518	290	290	435	473	503
Other benefits and allowances		1 344	(858)	4 707	4 769	4 382	4 382	6 074	5 930	6 799
Payments in lieu of leave					454	494	494	611	650	279
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		13 393	12 872	19 989	26 136	25 791	25 780	30 274	32 312	34 412
% increase	4		(3.9%)	55.3%	30.8%	(1.3%)		17.4%	6.7%	6.5%
Total Parent Municipality		19 617	22 725	29 595	36 842	36 578	36 563	42 000	44 620	47 406
% increase	4		15.8%	30.2%	24.5%	(0.7%)		14.9%	6.2%	6.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 617	22 725	29 595	36 842	36 578	36 563	42 000	44 620	47 406
% increase	4		15.8%	30.2%	24.5%	(0.7%)		14.9%	6.2%	6.2%
TOTAL MANAGERS AND STAFF	5	15 260	16 247	23 750	29 429	29 165	29 150	34 075	36 244	38 569

Kwazulu-Natal: Amajuba(DC25) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 220	4 205	4 320	5 708	5 174	5 174	5 174	5 546	5 874
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 220	4 205	4 320	5 708	5 174	5 174	5 174	5 546	5 874
% increase	4		(0.4%)	2.8%	32.1%	(9.4%)			7.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 756	6 129	3 932	6 861	6 861	6 861	6 317	6 772	7 171
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					961	961	961	884	948	1 004
Motor Vehicle Allowance				742						
Cellphone Allowance					108	108	108	108	108	108
Housing Allowances										
Other benefits and allowances				694						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 756	6 129	5 368	7 929	7 929	7 929	7 309	7 828	8 283
% increase	4		122.4%	(12.4%)	47.7%			(7.8%)	7.1%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		24 952	38 017	42 063	50 793	37 661	37 661	43 301	46 419	49 158
Pension and UIF Contributions		2 810	4 911	5 880	5 751	6 374	6 374	6 859	7 353	7 787
Medical Aid Contributions		1 324	2 255	2 705	2 292	3 015	3 015	3 244	3 477	3 683
Overtime		811	3 673	4 668	1 090	4 094	4 094	4 120	4 417	4 677
Performance Bonus		2 392	3 893	4 031	4 594	3 839	3 839	4 280	4 588	4 859
Motor Vehicle Allowance		4 562	4 890	4 784	4 153	5 565	5 565	5 988	6 419	6 798
Cellphone Allowance					685	635	635	691	749	799
Housing Allowances		154	190	205	404	415	415	446	479	507
Other benefits and allowances			527	1 022	1 189	1 263	1 263	2 659	2 851	3 019
Payments in lieu of leave		1 042	4 510	1 781						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		38 046	62 865	67 139	70 950	62 861	62 861	71 588	76 750	81 285
% increase	4		65.2%	6.8%	5.7%	(11.4%)		13.9%	7.2%	5.9%
Total Parent Municipality		45 022	73 199	76 827	84 587	75 964	75 964	84 071	90 124	95 442
% increase	4		62.6%	5.0%	10.1%	(10.2%)		10.7%	7.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 022	73 199	76 827	84 587	75 964	75 964	84 071	90 124	95 442
% increase	4		62.6%	5.0%	10.1%	(10.2%)		10.7%	7.2%	5.9%
TOTAL MANAGERS AND STAFF	5	40 802	68 994	72 507	78 879	70 790	70 790	78 897	84 578	89 568

Kwazulu-Natal: eDumbe(KZN261) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 360	2 732	3 224	3 518	3 518	3 518	3 694	3 879	4 073
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			911	1 067	967	967	967	880	983	1 199
Cellphone Allowance			190	340	376	376	376	376	386	396
Housing Allowances										
Other benefits and allowances		963								
Sub Total - Councillors		3 323	3 833	4 630	4 862	4 862	4 862	4 951	5 248	5 668
% increase	4		15.3%	20.8%	5.0%			1.8%	6.0%	8.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 717	2 647	3 365	5 259	3 013	3 013	3 278	3 442	3 614
Pension and UIF Contributions										
Medical Aid Contributions			38							
Overtime										
Performance Bonus		707		346	300	277	277	281	295	310
Motor Vehicle Allowance			916			781	781	999	1 049	1 101
Cellphone Allowance			144							
Housing Allowances			555		1 758	866	866	1 151	1 208	1 269
Other benefits and allowances				1 802						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 424	4 300	5 513	7 317	4 938	4 938	5 709	5 994	6 294
% increase	4		(49.0%)	28.2%	32.7%	(32.5%)		15.6%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		11 313	17 602	20 211	19 315	22 159	22 159	26 015	27 575	29 230
Pension and UIF Contributions		2 600	2 988	3 666	4 048	4 027	4 027	4 712	4 995	5 295
Medical Aid Contributions		976	1 187	1 666	1 853	1 759	1 759	1 992	2 111	2 238
Overtime		579	265	787	820	653	653	663	703	745
Performance Bonus		694	1 367	1 612	1 781	1 834	1 834	2 149	2 278	2 415
Motor Vehicle Allowance		380	396	468	361	1 443	1 443	1 446	1 533	1 625
Cellphone Allowance					404	280	280	482	511	541
Housing Allowances			2		379					
Other benefits and allowances		1 242	652	681	886			461	923	979
Payments in lieu of leave			797	1 035	1 277	1 742	1 742	1 444	1 307	2 426
Long service awards				150	150	170	170	200	212	225
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		17 782	25 255	30 275	31 276	34 066	34 066	39 563	42 148	45 717
% increase	4		42.0%	19.9%	3.3%	8.9%		16.1%	6.5%	8.5%
Total Parent Municipality		29 529	33 387	40 419	43 455	43 866	43 866	50 222	53 390	57 679
% increase	4		13.1%	21.1%	7.5%	0.9%		14.5%	6.3%	8.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 529	33 387	40 419	43 455	43 866	43 866	50 222	53 390	57 679
% increase	4		13.1%	21.1%	7.5%	0.9%		14.5%	6.3%	8.0%
TOTAL MANAGERS AND STAFF	5	26 207	29 555	35 788	38 593	39 004	39 004	45 272	48 142	52 011

Kwazulu-Natal: uPhongolo(KZN262) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 255	5 112	5 304	5 275	5 111	5 111	5 663	6 002	6 363
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 418	1 486	1 607	1 758	1 758	1 758	1 888	2 001	2 121
Cellphone Allowance		323	310	562	621	621	621	726	770	816
Housing Allowances										
Other benefits and allowances					107	107	107			
Sub Total - Councillors		5 997	6 909	7 473	7 762	7 597	7 597	8 277	8 773	9 299
% increase	4		15.2%	8.2%	3.9%	(2.1%)		8.9%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 209	2 806	2 838	3 680	4 563	4 563	4 802	5 129	5 478
Pension and UIF Contributions		5	2		9	9	9			
Medical Aid Contributions										
Overtime										
Performance Bonus					515	515	515	672	718	767
Motor Vehicle Allowance		235	24	179						
Cellphone Allowance		17	6	34	0	0	0			
Housing Allowances										
Other benefits and allowances		147	29	105						
Payments in lieu of leave				92						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 613	2 867	3 248	4 205	5 088	5 088	5 475	5 847	6 244
% increase	4		9.7%	13.3%	29.5%	21.0%		7.6%	6.8%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		20 991	23 808	29 910	43 204	41 938	41 938	45 788	48 902	52 227
Pension and UIF Contributions		2 171	2 741	3 526	4 943	5 141	5 141	5 532	5 908	6 310
Medical Aid Contributions		1 268	1 516	1 646	1 521	1 557	1 557	1 675	1 789	1 911
Overtime		2 178	1 541	1 340	1 678	2 010	2 010	2 163	2 310	2 467
Performance Bonus		1 472	1 997	2 302	3 114	3 661	3 661	3 267	3 489	3 727
Motor Vehicle Allowance		1 208	1 229	1 983	1 701	1 676	1 676	1 803	1 925	2 056
Cellphone Allowance		47	53	72	83	56	56	60	64	69
Housing Allowances		30	28	31	29	146	146	158	168	180
Other benefits and allowances		456	890	925	289	771	771	839	896	957
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		29 821	33 802	41 734	56 561	56 957	56 957	61 286	65 453	69 904
% increase	4		13.4%	23.5%	35.5%	0.7%		7.6%	6.8%	6.8%
Total Parent Municipality		38 431	43 579	52 455	68 528	69 642	69 642	75 037	80 073	85 448
% increase	4		13.4%	20.4%	30.6%	1.6%		7.7%	6.7%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 431	43 579	52 455	68 528	69 642	69 642	75 037	80 073	85 448
% increase	4		13.4%	20.4%	30.6%	1.6%		7.7%	6.7%	6.7%
TOTAL MANAGERS AND STAFF	5	32 434	36 670	44 982	60 765	62 045	62 045	66 760	71 300	76 148

Kwazulu-Natal: Abaqulusi(KZN263) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		12 093	13 981	14 819	16 390	15 533	11 969	16 620	17 817	19 046
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 093	13 981	14 819	16 390	15 533	11 969	16 620	17 817	19 046
% increase	4		15.6%	6.0%	10.6%	(5.2%)	(22.9%)	38.9%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 949	5 715	4 660	6 284	5 977		7 647	8 198	8 763
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					905			1 114	1 190	1 272
Motor Vehicle Allowance										
Cellphone Allowance		88	95	6						
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 037	5 810	4 666	7 189	5 977		8 761	9 388	10 035
% increase	4		43.9%	(19.7%)	54.1%	(16.9%)	(100.0%)		7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		57 446	61 465	71 717	68 886	68 945	55 285	73 771	79 082	84 539
Pension and UIF Contributions		12 162	12 464	13 366	15 485	15 053	1 972	16 107	17 267	18 458
Medical Aid Contributions		4 080	4 589	4 942	5 677	5 643	266	6 038	6 473	6 919
Overtime		10 403	8 996	12 348	9 633	16 812	12 991	17 989	19 284	20 615
Performance Bonus		4 315	4 590	4 810	5 771	5 575	718	5 965	6 394	6 836
Motor Vehicle Allowance		6 839	10 554	5 784	7 269	7 176	2 517	7 679	8 231	8 799
Cellphone Allowance		581	444	498	583	571	7 950	611	655	700
Housing Allowances		342	262	250	334	1 035	1 755	1 108	1 187	1 269
Other benefits and allowances		1 944	2 270	2 055	2 703	4 017		4 298	4 608	4 926
Payments in lieu of leave		3 743	2 298	2 304	2 848	3 579	1 192	3 815	4 051	4 291
Long service awards		28	29	32	36	29	460	31	34	36
Post-retirement benefit obligations		1 944	2 270	25 796	3 636	5 402	1 917	5 758	6 115	6 476
Sub Total - Other Municipal Staff		103 827	110 229	143 902	122 861	133 836	87 023	143 169	153 381	163 863
% increase	4		6.2%	30.5%	(14.6%)	8.9%	(35.0%)	64.5%	7.1%	6.8%
Total Parent Municipality		119 957	130 020	163 387	146 440	155 346	98 992	168 550	180 586	192 944
% increase	4		8.4%	25.7%	(10.4%)	6.1%	(36.3%)	70.3%	7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		119 957	130 020	163 387	146 440	155 346	98 992	168 550	180 586	192 944
% increase	4		8.4%	25.7%	(10.4%)	6.1%	(36.3%)	70.3%	7.1%	6.8%
TOTAL MANAGERS AND STAFF	5	107 864	116 039	148 568	130 050	139 814	87 023	151 930	162 769	173 898

Kwazulu-Natal: Nongoma(KZN265) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 413	8 988	10 345	6 996	6 996	6 996	7 416	7 861	8 333
Pension and UIF Contributions		916	846	930	988	988	988	1 047	1 110	1 177
Medical Aid Contributions					216	216	216	229	243	257
Motor Vehicle Allowance					2 698	2 698	2 698	2 860	3 032	3 214
Cellphone Allowance					920	920	920	975	1 034	1 096
Housing Allowances										
Other benefits and allowances			13	2	177	177	177	187	199	210
Sub Total - Councillors		8 329	9 847	11 277	11 996	11 996	11 996	12 716	13 478	14 287
% increase	4		18.2%	14.5%	6.4%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 342	4 219	662	4 383	4 214	4 214	5 086	5 472	5 866
Pension and UIF Contributions		409	151	2	7	11	11	11	12	12
Medical Aid Contributions					86	146	146	99	107	114
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 043	425	66	1 378	1 433	1 433	1 198	1 289	1 382
Cellphone Allowance					336	101	101	358	385	412
Housing Allowances										
Other benefits and allowances		274	1 283	420	2	2	2	0	0	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 068	6 078	1 150	6 192	5 906	5 906	6 752	7 265	7 788
% increase	4		19.9%	(81.1%)	438.4%	(4.6%)		14.3%	7.6%	7.2%
Other Municipal Staff										
Basic Salaries and Wages		23 030	25 525	33 192	34 371	36 855	36 855	39 002	41 831	43 599
Pension and UIF Contributions		587	605	699	8 070	8 942	8 942	9 880	10 626	11 060
Medical Aid Contributions		928	1 430	1 679	1 760	2 624	2 624	1 948	2 096	2 233
Overtime		1 586	2 014	1 452	1 014	2 231	2 231	2 373	2 551	2 595
Performance Bonus		1 387	2 168	2 503	2 617	3 047	3 047	3 242	3 487	3 654
Motor Vehicle Allowance		3 502	2 822	3 298	964	1 922	1 922	852	917	983
Cellphone Allowance										
Housing Allowances					52	64	64	67	72	77
Other benefits and allowances		42	77	431	1 641	1 641	1 641	1 639	1 878	2 014
Payments in lieu of leave		1 591	1 908	7 355						
Long service awards		4 795	7 405	(1 043)						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		37 447	43 953	49 565	50 488	57 326	57 326	59 003	63 459	66 215
% increase	4		17.4%	12.8%	1.9%	13.5%		2.9%	7.6%	4.3%
Total Parent Municipality		50 844	59 879	61 992	68 676	75 228	75 228	78 471	84 203	88 290
% increase	4		17.8%	3.5%	10.8%	9.5%		4.3%	7.3%	4.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		50 844	59 879	61 992	68 676	75 228	75 228	78 471	84 203	88 290
% increase	4		17.8%	3.5%	10.8%	9.5%		4.3%	7.3%	4.9%
TOTAL MANAGERS AND STAFF	5	42 515	50 031	50 716	56 681	63 232	63 232	65 755	70 724	74 003

Kwazulu-Natal: Ulundi(KZN266) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 859	10 859	13 487	9 261	10 551	10 551	11 247	11 944	12 649
Pension and UIF Contributions					1 031	542	542	578	614	650
Medical Aid Contributions					830	991	991	1 056	1 122	1 188
Motor Vehicle Allowance					923	1 084	1 084	1 156	1 227	1 300
Cellphone Allowance					627	627	627	668	709	751
Housing Allowances										
Other benefits and allowances					173	232	232	248	263	278
Sub Total - Councillors		10 859	10 859	13 487	12 845	14 027	14 027	14 953	15 880	16 817
% increase	4			24.2%	(4.8%)	9.2%		6.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 816	3 816	3 576	3 777	3 777	3 777	4 797	5 094	5 359
Pension and UIF Contributions		107	107	9	1 714	1 714	1 714	1 827	1 940	2 041
Medical Aid Contributions										
Overtime										
Performance Bonus				287				359	381	401
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		718	718	634	1 055	1 055	1 055			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 641	4 641	4 506	6 545	6 545	6 545	6 983	7 416	7 801
% increase	4			(2.9%)	45.2%			6.7%	6.2%	5.2%
Other Municipal Staff										
Basic Salaries and Wages		41 408	41 408	45 445	61 993	60 993	60 993	61 709	66 645	72 644
Pension and UIF Contributions		14 825	14 825	15 704	19 349	19 300	19 300	19 859	21 448	23 378
Medical Aid Contributions					1 022	1 120	1 120	1 038	1 121	1 222
Overtime		1 422	1 422	2 465						
Performance Bonus				2 804	4 618	4 618	4 618			
Motor Vehicle Allowance		3 922	3 922		6 056	6 056	6 056	3 171	3 425	3 733
Cellphone Allowance					95	95	95	112	121	131
Housing Allowances		128	128	136	106	106	106	94	101	111
Other benefits and allowances		6 787	6 787	10 484	666	666	666	14 096	15 224	16 594
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		68 492	68 492	77 037	93 906	92 955	92 955	100 079	108 085	117 813
% increase	4			12.5%	21.9%	(1.0%)		7.7%	8.0%	9.0%
Total Parent Municipality		83 991	83 991	95 031	113 296	113 527	113 527	122 015	131 381	142 431
% increase	4			13.1%	19.2%	0.2%		7.5%	7.7%	8.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		83 991	83 991	95 031	113 296	113 527	113 527	122 015	131 381	142 431
% increase	4			13.1%	19.2%	0.2%		7.5%	7.7%	8.4%
TOTAL MANAGERS AND STAFF	5	73 133	73 133	81 543	100 451	99 500	99 500	107 062	115 501	125 614

Kwazulu-Natal: Zululand(DC26) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 949	3 960	6 221	4 031	4 031	4 031	4 156	4 393	4 644
Pension and UIF Contributions		349	344		371	371	371	385	407	430
Medical Aid Contributions		44	67		82	82	82	87	92	97
Motor Vehicle Allowance		1 246			1 399	1 549	1 549	1 481	1 565	1 655
Cellphone Allowance		466	422		292	292	292	292	309	326
Housing Allowances										
Other benefits and allowances			1 399							
Sub Total - Councillors		6 054	6 191	6 221	6 175	6 325	6 325	6 401	6 766	7 151
% increase	4		2.3%	0.5%	(0.7%)	2.4%		1.2%	5.7%	5.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 031	2 340	2 340	2 476	2 476	2 476	5 174	5 469	5 780
Pension and UIF Contributions		217	244		62	62	62	89	94	99
Medical Aid Contributions					144	144	144	185	195	206
Overtime										
Performance Bonus		646	509	718						
Motor Vehicle Allowance		3 429	4 111	4 734	1 509	1 509	1 509	1 800	1 903	2 011
Cellphone Allowance					44	44	44	44	47	50
Housing Allowances										
Other benefits and allowances				258	3 147	3 147	3 147	526	556	587
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 323	7 204	8 051	7 381	7 381	7 381	7 818	8 263	8 734
% increase	4		13.9%	11.8%	(8.3%)			5.9%	5.7%	5.7%
Other Municipal Staff										
Basic Salaries and Wages		80 040	85 611	99 472	100 915	100 915	100 915	112 592	124 753	143 232
Pension and UIF Contributions		12 384	15 926	23 312	14 075	14 075	14 075	14 671	15 988	18 536
Medical Aid Contributions		4 596			7 234	7 234	7 234	8 624	9 679	11 169
Overtime		4 528	8 230	8 068		2 997	2 997			
Performance Bonus										
Motor Vehicle Allowance		6 706	7 048	7 196	5 424	5 424	5 424	5 917	6 610	7 705
Cellphone Allowance					511	511	511	486	528	596
Housing Allowances		611	662	823	830	830	830	919	1 025	1 171
Other benefits and allowances		4 141	3 889	5 184	13 209	13 209	13 209	2 482	2 640	2 913
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		113 005	121 367	144 056	142 199	145 197	145 197	145 691	161 225	185 321
% increase	4		7.4%	18.7%	(1.3%)	2.1%		0.3%	10.7%	14.9%
Total Parent Municipality		125 382	134 762	158 328	155 756	158 904	158 904	159 909	176 254	201 207
% increase	4		7.5%	17.5%	(1.6%)	2.0%		0.6%	10.2%	14.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		125 382	134 762	158 328	155 756	158 904	158 904	159 909	176 254	201 207
% increase	4		7.5%	17.5%	(1.6%)	2.0%		0.6%	10.2%	14.2%
TOTAL MANAGERS AND STAFF	5	119 328	128 570	152 107	149 581	152 578	152 578	153 508	169 488	194 055

Kwazulu-Natal: Umhlabuyalingana(KZN271) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 537	6 029	6 229	7 869	6 778	6 778	7 037	7 445	7 875
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 601	1 748	1 226	1 324	2 259	2 259	2 346	2 482	2 626
Cellphone Allowance		403	748	529	674	813	813	714	755	799
Housing Allowances										
Other benefits and allowances			122	92	87	123	123	225	238	252
Sub Total - Councillors		7 542	8 647	8 076	9 955	9 972	9 972	10 322	10 920	11 552
% increase	4		14.7%	(6.6%)	23.3%	0.2%		3.5%	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 948	2 237	3 206	3 500	3 817	3 817	3 842	4 188	4 565
Pension and UIF Contributions		130	119	318	154	158	158	149	162	177
Medical Aid Contributions		161			52	52	52	52	57	62
Overtime										
Performance Bonus		13	115	171	324	354	354	368	401	437
Motor Vehicle Allowance		336	455	507	629	629	629	629	686	747
Cellphone Allowance		58	95	106	131	131	131	131	143	156
Housing Allowances										
Other benefits and allowances		280	107	161	359	204	204	205	223	244
Payments in lieu of leave		55	288							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 981	3 418	4 468	5 150	5 346	5 346	5 376	5 860	6 387
% increase	4		14.7%	30.7%	15.3%	3.8%		0.6%	9.0%	9.0%
Other Municipal Staff										
Basic Salaries and Wages		8 348	15 164	20 516	24 503	27 236	27 236	30 452	33 192	36 179
Pension and UIF Contributions		822	1 081	1 451	2 270	2 364	2 364	2 656	3 660	3 613
Medical Aid Contributions		289	396	669	1 244	1 296	1 296	2 122	2 013	2 194
Overtime		223	411	535	515	176	176	365	398	433
Performance Bonus		996	864	1 214	1 461	1 534	1 534	2 206	2 405	2 997
Motor Vehicle Allowance		221		467	720	760	760	1 503	1 243	1 355
Cellphone Allowance			47	603	282	299	299	445	418	456
Housing Allowances								105	114	125
Other benefits and allowances		1 185	3 316	1 745	1 323	1 214	1 214	1 732	1 888	2 058
Payments in lieu of leave		297				0	0	12	13	14
Long service awards			(93)	494		196	196	294	320	349
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		12 382	21 187	27 695	32 317	35 076	35 076	41 892	45 664	49 774
% increase	4		71.1%	30.7%	16.7%	8.5%		19.4%	9.0%	9.0%
Total Parent Municipality		22 905	33 251	40 239	47 422	50 394	50 394	57 590	62 444	67 713
% increase	4		45.2%	21.0%	17.9%	6.3%		14.3%	8.4%	8.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		22 905	33 251	40 239	47 422	50 394	50 394	57 590	62 444	67 713
% increase	4		45.2%	21.0%	17.9%	6.3%		14.3%	8.4%	8.4%
TOTAL MANAGERS AND STAFF	5	15 363	24 604	32 163	37 467	40 422	40 422	47 269	51 524	56 161

Kwazulu-Natal: Jozini(KZN272) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 661		10 780	10 997	10 997	10 997	11 646	12 368	13 098
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance				814	835	835	835	884	939	994
Housing Allowances										
Other benefits and allowances				377	118	118	118	125	132	140
Sub Total - Councillors		7 661		11 971	11 949	11 949	11 949	12 654	13 439	14 232
% increase	4		(100.0%)		(0.2%)			5.9%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 106		2 665	2 783	2 783	2 783	3 727	3 958	4 164
Pension and UIF Contributions		431		27				96	102	107
Medical Aid Contributions								33	35	36
Overtime										
Performance Bonus				272	284	284	284	522	554	583
Motor Vehicle Allowance		535		1 058	1 086	1 086	1 086	192	204	215
Cellphone Allowance								18	19	20
Housing Allowances				136	140	140	140	7	7	7
Other benefits and allowances		223		147	153	153	153	524	556	585
Payments in lieu of leave				183	191	191	191	217	231	243
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 295		4 489	4 637	4 637	4 637	5 336	5 666	5 961
% increase	4		(100.0%)		3.3%			15.1%	6.2%	5.2%
Other Municipal Staff										
Basic Salaries and Wages		19 888		17 238	26 091	26 091	26 091	41 403	26 364	27 948
Pension and UIF Contributions		3 193		3 402	5 270	5 270	5 270	7 094	5 522	5 848
Medical Aid Contributions		940		1 997	2 111	2 111	2 111	2 985	2 138	2 264
Overtime		527		697	273	273	273	924	573	607
Performance Bonus		1 068			51	51	51		(190)	(197)
Motor Vehicle Allowance		2 851		1 412	1 653	1 653	1 653	1 771	2 909	3 082
Cellphone Allowance		199						11		
Housing Allowances		145						112	115	122
Other benefits and allowances		195		2 715				2 325	4 716	4 998
Payments in lieu of leave				1 189	129	129	129	2 214	1 396	1 480
Long service awards		1 927								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		30 932		28 651	35 578	35 578	35 578	58 838	43 545	46 152
% increase	4		(100.0%)		24.2%			65.4%	(26.0%)	6.0%
Total Parent Municipality		40 889		45 110	52 164	52 164	52 164	76 829	62 650	66 345
% increase	4		(100.0%)		15.6%			47.3%	(18.5%)	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 889		45 110	52 164	52 164	52 164	76 829	62 650	66 345
% increase	4		(100.0%)		15.6%			47.3%	(18.5%)	5.9%
TOTAL MANAGERS AND STAFF	5	33 228		33 139	40 214	40 214	40 214	64 174	49 211	52 113

Kwazulu-Natal: Mtubatuba(KZN275) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 579	7 707	7 146	7 503	7 717	7 717	7 636	8 017	8 418
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 359	2 379	2 501	2 572	2 572	2 629	2 761	2 899
Cellphone Allowance			528	976	1 018	930	930	954	1 002	1 052
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		8 579	10 594	10 502	11 022	11 219	11 219	11 219	11 780	12 369
% increase	4		23.5%	(0.9%)	5.0%	1.8%			5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 672	4 950	3 478	2 924	2 924	2 924	5 163	5 473	5 802
Pension and UIF Contributions								91	96	102
Medical Aid Contributions										
Overtime										
Performance Bonus			542	329	625	625	625			
Motor Vehicle Allowance		511		411	808	808	808	386	409	434
Cellphone Allowance		600	132	102	120	120	120	51	54	58
Housing Allowances				218	554	554	554	188	199	211
Other benefits and allowances		724	68		741	741	741	203	216	229
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 507	5 692	4 538	5 771	5 771	5 771	6 083	6 448	6 835
% increase	4		62.3%	(20.3%)	27.2%			5.4%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		18 294	25 037	13 000	22 263	27 688	27 688	18 588	19 272	19 976
Pension and UIF Contributions		3 807	4 597	4 704	6 877	5 791	5 791	5 767	6 113	6 480
Medical Aid Contributions		1 409	2 613	2 181	4 125	2 719	2 719	2 861	3 004	3 154
Overtime		2 245	249	645	2 032	3 485	3 485	850	892	937
Performance Bonus		1 557	3 098	2 307				2 383	2 502	2 628
Motor Vehicle Allowance		3 978	3 587	2 907	2 492	4 684	4 684	2 696	2 857	3 029
Cellphone Allowance		35		120	124	124	124	4	4	4
Housing Allowances		303		617	1 587	299	299	790	829	871
Other benefits and allowances		931		1 496	1 855	963	963	8 197	8 688	9 210
Payments in lieu of leave										
Long service awards								100		
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 559	39 181	27 977	41 354	45 754	45 754	42 235	44 163	46 289
% increase	4		20.3%	(28.6%)	47.8%	10.6%		(7.7%)	4.6%	4.8%
Total Parent Municipality		44 645	55 467	43 017	58 148	62 744	62 744	59 538	62 391	65 493
% increase	4		24.2%	(22.4%)	35.2%	7.9%		(5.1%)	4.8%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		44 645	55 467	43 017	58 148	62 744	62 744	59 538	62 391	65 493
% increase	4		24.2%	(22.4%)	35.2%	7.9%		(5.1%)	4.8%	5.0%
TOTAL MANAGERS AND STAFF	5	36 066	44 873	32 515	47 126	51 525	51 525	48 318	50 611	53 124

Kwazulu-Natal: The New Big 5 False Bay(KZN276) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					5 041	5 441	5 441	5 892	6 359	6 862
Pension and UIF Contributions					191	191	191	210	226	243
Medical Aid Contributions										
Motor Vehicle Allowance					430	1 463	1 463	1 583	1 708	1 842
Cellphone Allowance					165	496	496	515	556	600
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					5 827	7 591	7 591	8 201	8 849	9 547
% increase	4					30.3%		8.0%	7.9%	7.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 383	3 479	3 479	3 762	4 053	4 365
Pension and UIF Contributions					89	89	89	95	103	111
Medical Aid Contributions					57	57	57	62	67	72
Overtime										
Performance Bonus										
Motor Vehicle Allowance					110	110	110	118	128	138
Cellphone Allowance					27	81	81	88	95	102
Housing Allowances					57	33	33	35	38	41
Other benefits and allowances					344	329	329	599	645	694
Payments in lieu of leave					45	45	45	48	52	56
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 112	4 223	4 223	4 808	5 180	5 581
% increase	4					2.7%		13.9%	7.7%	7.7%
Other Municipal Staff										
Basic Salaries and Wages					27 914	27 854	27 854	26 295	28 366	30 600
Pension and UIF Contributions					3 733	3 562	3 562	3 517	3 791	4 086
Medical Aid Contributions					2 025	1 921	1 921	2 078	2 241	2 416
Overtime					1 240	984	984	1 030	1 111	1 199
Performance Bonus										
Motor Vehicle Allowance					2 814	2 736	2 736	2 860	3 086	3 330
Cellphone Allowance					507	903	903	975	1 053	1 137
Housing Allowances					1 082	618	618	667	720	778
Other benefits and allowances					3 176	3 006	3 006	3 632	3 916	4 222
Payments in lieu of leave					910	766	766	880	946	1 018
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					43 401	42 349	42 349	41 933	45 231	48 787
% increase	4					(2.4%)		(1.0%)	7.9%	7.9%
Total Parent Municipality					53 339	54 163	54 163	54 942	59 260	63 915
% increase	4					1.5%		1.4%	7.9%	7.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					53 339	54 163	54 163	54 942	59 260	63 915
% increase	4					1.5%		1.4%	7.9%	7.9%
TOTAL MANAGERS AND STAFF	5				47 512	46 572	46 572	46 741	50 411	54 368

Kwazulu-Natal: Umkhanyakude(DC27) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 685	4 836	4 343	8 857	8 857	8 857	6 769	7 142	7 534
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					308	308	308	288	288	288
Housing Allowances										
Other benefits and allowances		1 559	2 117	2 378	2 245	656	656	402	402	402
Sub Total - Councillors		6 244	6 953	6 721	11 409	9 820	9 820	7 459	7 832	8 224
% increase	4		11.4%	(3.3%)	69.8%	(13.9%)		(24.0%)	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 757	3 739	4 012	6 873	6 071	6 071	6 296	6 296	6 296
Pension and UIF Contributions		167	90	67	10	10	10	10	10	10
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 311	2 606	2 303	62	62	62	62	62	62
Payments in lieu of leave		266								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 502	6 435	6 383	6 945	6 143	6 143	6 369	6 369	6 369
% increase	4		42.9%	(0.8%)	8.8%	(11.5%)		3.7%		
Other Municipal Staff										
Basic Salaries and Wages		45 704	79 688	89 750	82 743	79 755	79 755	74 892	74 892	74 892
Pension and UIF Contributions		10 160	14 386	16 706	13 964	13 964	13 964	14 425	14 743	15 657
Medical Aid Contributions					3 677	3 677	3 677	4 055	4 144	4 401
Overtime		2 671	3 084	3 379	714	714	714	500	511	543
Performance Bonus					7 361	7 361	7 361	7 913	7 913	7 913
Motor Vehicle Allowance					3 937	3 937	3 937	3 694	3 775	4 009
Cellphone Allowance					473	473	473	251	256	272
Housing Allowances		641	1 160	1 495	144	144	144	88	90	95
Other benefits and allowances		6 861	8 385	6 619	4 069	4 209	4 209	2 106	2 152	2 286
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		66 036	106 704	117 949	117 082	114 234	114 234	107 923	108 476	110 067
% increase	4		61.6%	10.5%	(0.7%)	(2.4%)		(5.5%)	0.5%	1.5%
Total Parent Municipality		76 782	120 092	131 052	135 437	130 198	130 198	121 751	122 676	124 661
% increase	4		56.4%	9.1%	3.3%	(3.9%)		(6.5%)	0.8%	1.6%
Board Members of Entities										
Basic Salaries and Wages						851	851	851	851	851
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities						851	851	851	851	851
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages			546	1 406	2 451	2 451	2 451	2 451	2 451	2 451
Pension and UIF Contributions			94	220						
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			255	485						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			895	2 112	2 451	2 451	2 451	2 451	2 451	2 451
% increase	4			136.0%	16.1%					
Other Staff of Entities										
Basic Salaries and Wages					531	2 502	2 502	2 692	2 692	2 692
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					531	2 502	2 502	2 692	2 692	2 692
% increase	4					371.1%		7.6%		
Total Municipal Entities			895	2 112	2 982	5 803	5 803	5 993	5 993	5 993
TOTAL SALARY, ALLOWANCES & BENEFITS		76 782	120 987	133 164	138 419	136 001	136 001	127 745	128 670	130 654
% increase	4		57.6%	10.1%	3.9%	(1.7%)		(6.1%)	0.7%	1.5%
TOTAL MANAGERS AND STAFF	5	70 539	114 034	126 443	127 010	125 330	125 330	119 435	119 988	121 579

Kwazulu-Natal: Mfolozi(KZN281) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 506	5 069	5 211	5 419	5 486	5 486	6 081	6 325	6 754
Pension and UIF Contributions								1 916	2 095	2 150
Medical Aid Contributions										
Motor Vehicle Allowance		1 518	1 503	1 975	1 564		1 564			
Cellphone Allowance		370	725	734	626		626			
Housing Allowances					163		163			
Other benefits and allowances								893	1 439	1 497
Sub Total - Councillors		6 393	7 298	7 920	7 772	5 486	7 839	8 890	9 859	10 401
% increase	4		14.1%	8.5%	(1.9%)	(29.4%)	42.9%	13.4%	10.9%	5.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 400	2 477	2 701	3 527	2 646	2 646	3 738	3 960	4 075
Pension and UIF Contributions		6	200	191						
Medical Aid Contributions					128		128	128	128	128
Overtime										
Performance Bonus										
Motor Vehicle Allowance		721	1 034	1 233	1 518		1 518	1 315	1 656	1 754
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 127	3 710	4 124	5 173	2 646	4 292	5 181	5 743	5 957
% increase	4		18.6%	11.2%	25.4%	(48.9%)	62.2%	20.7%	10.9%	3.7%
Other Municipal Staff										
Basic Salaries and Wages		8 820	11 345	12 422	16 512	17 393	17 393	19 948	23 246	24 509
Pension and UIF Contributions		1 676	1 693	1 779	2 599	1 718	1 718	3 389	3 883	4 032
Medical Aid Contributions		707	1 084	1 141	1 725		1 725	2 059	2 174	2 216
Overtime		833	1 071	1 217	446	1 288	1 288	1 772	1 772	1 772
Performance Bonus		679	860	801	1 735	985	985	2 346	2 682	2 808
Motor Vehicle Allowance		707	863	887	1 927		1 927	2 767	2 787	2 973
Cellphone Allowance										
Housing Allowances		43	39	39	84	133	133	126	126	126
Other benefits and allowances		1 026	892	1 057	1 395					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		14 489	17 846	19 343	26 423	21 517	25 169	32 407	36 671	38 436
% increase	4		23.2%	8.4%	36.6%	(18.6%)	17.0%	28.8%	13.2%	4.8%
Total Parent Municipality		24 010	28 853	31 387	39 368	29 649	37 300	46 478	52 273	54 794
% increase	4		20.2%	8.8%	25.4%	(24.7%)	25.8%	24.6%	12.5%	4.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		24 010	28 853	31 387	39 368	29 649	37 300	46 478	52 273	54 794
% increase	4		20.2%	8.8%	25.4%	(24.7%)	25.8%	24.6%	12.5%	4.8%
TOTAL MANAGERS AND STAFF	5	17 616	21 556	23 467	31 596	24 163	29 461	37 588	42 414	44 393

Kwazulu-Natal: uMhlathuze(KZN282) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 895	13 450	14 349	15 409	15 409	15 409	16 488	17 477	18 613
Pension and UIF Contributions		1 636	2 019	2 144	2 311	2 311	2 311	2 474	2 622	2 792
Medical Aid Contributions		650	830	919	1 112	1 112	1 112	1 190	1 262	1 344
Motor Vehicle Allowance		2 922	3 642	3 752	3 987	3 987	3 987	4 266	4 522	4 816
Cellphone Allowance		831	1 251	1 458	1 420	1 665	1 665	1 518	1 609	1 713
Housing Allowances					244	244	244	262	277	295
Other benefits and allowances		215	216		245			235	249	265
Sub Total - Councillors		17 148	21 408	22 622	24 729	24 729	24 729	26 432	28 018	29 839
% increase	4		24.8%	5.7%	9.3%			6.9%	6.0%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 740	4 893	4 652	8 842	8 643	8 643	9 333	9 847	10 487
Pension and UIF Contributions		467	457	478	720	603	603	695	679	723
Medical Aid Contributions		120	112	54	105	145	145	155	164	175
Overtime										
Performance Bonus		485	472	252	1 558	1 551	1 551	1 679	1 759	1 874
Motor Vehicle Allowance		1 476	1 466	711	1 145	1 068	1 068	1 132	1 168	1 244
Cellphone Allowance		120	113	108	187	183	183	196	208	221
Housing Allowances										
Other benefits and allowances		228	278	1 005	331	629	629	691	792	843
Payments in lieu of leave		259	333	31		143	143			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 895	8 127	7 290	12 889	12 964	12 964	13 880	14 618	15 568
% increase	4		2.9%	(10.3%)	76.8%	0.6%		7.1%	5.3%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		254 304	285 768	314 130	353 948	372 507	372 507	391 517	424 171	466 094
Pension and UIF Contributions		47 677	51 167	55 981	72 208	63 067	63 067	90 324	95 812	102 051
Medical Aid Contributions		22 103	24 794	27 489	31 524	30 325	30 325	36 250	38 428	40 929
Overtime		26 267	31 206	35 964	35 907	38 524	38 524	35 899	44 216	47 091
Performance Bonus									0	0
Motor Vehicle Allowance		26 511	30 418	32 160	36 210	37 938	37 938	40 359	42 815	45 600
Cellphone Allowance		1 087	1 297	2 026	3 388	2 642	2 642	3 511	3 695	3 939
Housing Allowances		3 672	3 270	3 565	3 939	4 387	4 387	4 204	4 463	4 757
Other benefits and allowances		32 322	35 204	37 250	41 644	41 800	41 800	34 618	36 045	38 390
Payments in lieu of leave		12 280	6 388	13 670	20 390	21 565	21 565	21 824	23 138	24 645
Long service awards										
Post-retirement benefit obligations		3 009	3 351	3 632	3 771	4 182	4 182	4 483	4 752	5 061
Sub Total - Other Municipal Staff		429 231	472 864	525 867	602 931	616 936	616 936	662 988	717 534	778 557
% increase	4		10.2%	11.2%	14.7%	2.3%		7.5%	8.2%	8.5%
Total Parent Municipality		454 274	502 399	555 779	640 548	654 629	654 629	703 300	760 169	823 964
% increase	4		10.6%	10.6%	15.3%	2.2%		7.4%	8.1%	8.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		454 274	502 399	555 779	640 548	654 629	654 629	703 300	760 169	823 964
% increase	4		10.6%	10.6%	15.3%	2.2%		7.4%	8.1%	8.4%
TOTAL MANAGERS AND STAFF	5	437 126	480 990	533 157	615 819	629 901	629 901	676 869	732 151	794 125

Kwazulu-Natal: uMlalazi(KZN284) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 446	9 999	8 477	11 232	11 026	11 026	10 777	11 532	12 339
Pension and UIF Contributions		1 047	567	555	860	837	837	705	755	807
Medical Aid Contributions		52	270	315	319	319	319	400	428	458
Motor Vehicle Allowance		2 135	2 178	1 614	3 995	3 995	3 995	2 052	2 195	2 349
Cellphone Allowance		53	674	918	1 193	1 193	1 193	1 167	1 249	1 336
Housing Allowances										
Other benefits and allowances				3 330	192	192	192	4 233	4 529	4 846
Sub Total - Councillors		12 733	13 688	15 209	17 792	17 564	17 564	19 335	20 688	22 136
% increase	4		7.5%	11.1%	17.0%	(1.3%)		10.1%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 479	3 624	3 871	5 448	5 448	5 448	4 891	5 234	5 600
Pension and UIF Contributions		744	102	58	296	296	296	265	283	303
Medical Aid Contributions										
Overtime										
Performance Bonus		591	156	237						
Motor Vehicle Allowance		615	609	714	1 022	1 022	1 022	858	918	982
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 429	4 491	4 881	6 766	6 766	6 766	6 014	6 435	6 885
% increase	4		(39.5%)	8.7%	38.6%			(11.1%)	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		24 825	32 055	40 027	56 604	47 878	47 878	66 553	71 212	74 148
Pension and UIF Contributions		6 953	7 917	8 610	12 793	10 374	10 374	14 134	15 231	16 297
Medical Aid Contributions		1 959	2 259	2 367	3 641	2 624	2 624	4 177	4 474	4 787
Overtime		5 093	3 515	3 330	4 975	5 011	5 011	3 926	4 201	4 495
Performance Bonus										
Motor Vehicle Allowance		2 205	2 291	2 841	2 911	3 783	3 783	4 428	4 733	5 065
Cellphone Allowance					157	157	157			
Housing Allowances		299	115	116	137	346	346	664	593	634
Other benefits and allowances		5 439	6 926	1 223	226	149	149	2 356	2 519	2 672
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		46 772	55 078	58 515	81 443	70 322	70 322	96 238	102 962	108 097
% increase	4		17.8%	6.2%	39.2%	(13.7%)		36.9%	7.0%	5.0%
Total Parent Municipality		66 934	73 257	78 604	106 002	94 652	94 652	121 587	130 085	137 118
% increase	4		9.4%	7.3%	34.9%	(10.7%)		28.5%	7.0%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 934	73 257	78 604	106 002	94 652	94 652	121 587	130 085	137 118
% increase	4		9.4%	7.3%	34.9%	(10.7%)		28.5%	7.0%	5.4%
TOTAL MANAGERS AND STAFF	5	54 201	59 569	63 396	88 209	77 088	77 088	102 252	109 397	114 982

Kwazulu-Natal: Mthonjaneni(KZN285) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 649	1 569	2 085	1 898	1 898	1 898	3 733	3 957	4 195
Pension and UIF Contributions		262	251	314	333	333	333	756	801	849
Medical Aid Contributions			34	43	44	44	44	100	106	112
Motor Vehicle Allowance		598	676	403	734	734	734	800	848	899
Cellphone Allowance		156	206	259	316	316	316	718	761	807
Housing Allowances										
Other benefits and allowances			107	40	42	42	42			
Sub Total - Councillors		2 666	2 843	3 143	3 366	3 366	3 366	6 107	6 474	6 862
% increase	4		6.7%	10.5%	7.1%			81.4%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 786	2 608	2 875	2 721	2 721	2 721	3 634	3 852	4 083
Pension and UIF Contributions			39	43				30	32	34
Medical Aid Contributions										
Overtime										
Performance Bonus		176		252	525	525	525	1 059	1 123	1 190
Motor Vehicle Allowance		204			686	686	686	705	747	792
Cellphone Allowance					24	24	24			
Housing Allowances										
Other benefits and allowances			641	591	4	4	4	76	80	85
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 166	3 287	3 761	3 959	3 959	3 959	5 504	5 834	6 184
% increase	4		51.7%	14.4%	5.3%			39.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		12 952	11 892	14 443	17 098	17 098	17 098	23 815	25 244	26 759
Pension and UIF Contributions		1 863	1 697	1 945	2 279	2 279	2 279	2 996	3 176	3 367
Medical Aid Contributions			695	980	1 231	1 231	1 231	3 659	3 878	4 111
Overtime			848	1 017	1 157	1 157	1 157	1 046	1 109	1 176
Performance Bonus		274		140				1 802	1 910	2 025
Motor Vehicle Allowance		166	597	629	660	660	660	1 901	2 015	2 136
Cellphone Allowance										
Housing Allowances				47						
Other benefits and allowances			573	724	931	864	864	1 594	1 689	1 790
Payments in lieu of leave										
Long service awards		32	60	37	250	250	250			
Post-retirement benefit obligations		(180)			100	100	100			
Sub Total - Other Municipal Staff		15 108	16 362	19 961	23 706	23 639	23 639	36 813	39 022	41 363
% increase	4		8.3%	22.0%	18.8%	(0.3%)		55.7%	6.0%	6.0%
Total Parent Municipality		19 940	22 493	26 865	31 031	30 964	30 964	48 424	51 329	54 409
% increase	4		12.8%	19.4%	15.5%	(0.2%)		56.4%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 940	22 493	26 865	31 031	30 964	30 964	48 424	51 329	54 409
% increase	4		12.8%	19.4%	15.5%	(0.2%)		56.4%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	17 274	19 649	23 722	27 665	27 598	27 598	42 317	44 856	47 547

Kwazulu-Natal: Nkandla(KZN286) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 018	5 290	7 488	4 941	4 941	4 941	5 859	6 222	6 590
Pension and UIF Contributions		673	762							
Medical Aid Contributions										
Motor Vehicle Allowance					1 788	1 788	1 788	1 953	2 074	2 197
Cellphone Allowance		302	323		626	626	626	609	646	684
Housing Allowances										
Other benefits and allowances		139	1 414	36	269	269	269	105	111	118
Sub Total - Councillors		6 132	7 789	7 524	7 623	7 623	7 623	8 526	9 054	9 589
% increase	4		27.0%	(3.4%)	1.3%			11.8%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		733	4 877	2 765	2 692	2 692	2 692	4 004	4 253	4 504
Pension and UIF Contributions					1	1	1	3	3	3
Medical Aid Contributions					(1 703)	(1 703)	(1 703)			
Overtime					(17)	(17)	(17)			
Performance Bonus				62						
Motor Vehicle Allowance				736	933	933	933	933	991	1 050
Cellphone Allowance					(284)	(284)	(284)	56	60	63
Housing Allowances				175	172	172	172	261	277	294
Other benefits and allowances					4	4	4			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		733	4 877	3 738	1 799	1 799	1 799	5 258	5 584	5 914
% increase	4		565.2%	(23.4%)	(51.9%)			192.3%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		11 961	8 098	18 016	20 971	22 024	22 024	27 019	30 652	32 491
Pension and UIF Contributions		1 866	4 416	2 726	3 787	3 787	3 787	4 141	4 398	4 657
Medical Aid Contributions		651	90	945	1 849	1 849	1 849	1 762	1 871	1 981
Overtime		256	824	275	747	747	747	812	862	913
Performance Bonus		509	2 031	1 244	1 748	1 748	1 748			
Motor Vehicle Allowance				3 004	3 396	3 396	3 396	2 593	2 754	2 916
Cellphone Allowance		101	386		332	332	332	300	319	337
Housing Allowances		320	772	35	47	47	47	312	331	350
Other benefits and allowances		2 554	620	998	641	641	641	2 507	599	603
Payments in lieu of leave			1 939							
Long service awards					70	70	70			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 219	19 177	27 244	33 589	34 642	34 642	39 445	41 785	44 250
% increase	4		5.3%	42.1%	23.3%	3.1%		13.9%	5.9%	5.9%
Total Parent Municipality		25 084	31 843	38 505	43 011	44 064	44 064	53 229	56 423	59 752
% increase	4		26.9%	20.9%	11.7%	2.4%		20.8%	6.0%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 084	31 843	38 505	43 011	44 064	44 064	53 229	56 423	59 752
% increase	4		26.9%	20.9%	11.7%	2.4%		20.8%	6.0%	5.9%
TOTAL MANAGERS AND STAFF	5	18 952	24 053	30 981	35 388	36 441	36 441	44 703	47 369	50 164

Kwazulu-Natal: King Cetshwayo(DC28) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 830	8 090	5 457	6 628	6 628	6 628	6 628	7 059	7 518
Pension and UIF Contributions		693	724	595	723	723	723	723	770	820
Medical Aid Contributions				177	215	215	215	215	228	243
Motor Vehicle Allowance				2 265	2 751	2 751	2 751	2 751	2 930	3 120
Cellphone Allowance				368	447	447	447	447	476	507
Housing Allowances										
Other benefits and allowances				533	1 491	1 241	1 185	1 458	1 540	1 627
Sub Total - Councillors		8 523	8 814	9 395	12 255	12 005	11 949	12 221	13 003	13 836
% increase	4		3.4%	6.6%	30.4%	(2.0%)	(0.5%)	2.3%	6.4%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 620	4 075	5 513	9 289	9 258	8 908	9 579	10 403	11 294
Pension and UIF Contributions		70	206	338	421	421	421	453	483	514
Medical Aid Contributions				38	49	49	49	52	55	59
Overtime										
Performance Bonus		706	866	736	1 226	1 226	1 226	1 290	1 374	1 463
Motor Vehicle Allowance		1 541	1 411	1 624	1 491	1 491	1 491	1 569	1 671	1 779
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		180	93	6	111	111	111	116	123	131
Payments in lieu of leave										
Long service awards		146								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 262	6 652	8 254	12 588	12 557	12 207	13 059	14 109	15 240
% increase	4		(8.4%)	24.1%	52.5%	(0.2%)	(2.8%)	7.0%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		59 407	70 884	84 110	111 959	99 127	98 761	119 700	128 460	136 802
Pension and UIF Contributions		5 659	16 648	11 161	14 955	18 382	18 382	21 596	22 999	24 494
Medical Aid Contributions		8 594		8 614	9 952	7 300	7 300	10 012	10 663	11 356
Overtime		7 040	6 054	5 232	6 669	4 295	4 295	939	1 000	1 065
Performance Bonus										
Motor Vehicle Allowance		4 828	6 823	8 208	12 452	10 854	10 854	15 117	16 099	17 146
Cellphone Allowance										
Housing Allowances		2 419	2 359	2 402	2 349	4 433	4 433	5 250	5 591	5 955
Other benefits and allowances					1 053	2 451	2 451	2 161	2 301	2 451
Payments in lieu of leave					3 434	2 998	2 998	6 518	6 942	7 393
Long service awards					325					
Post-retirement benefit obligations		4 283	1 404	4 229	4 047					
Sub Total - Other Municipal Staff		92 231	104 172	123 956	167 194	149 841	149 474	181 293	194 057	206 662
% increase	4		12.9%	19.0%	34.9%	(10.4%)	(0.2%)	21.3%	7.0%	6.5%
Total Parent Municipality		108 015	119 638	141 605	192 037	174 403	173 630	206 573	221 168	235 738
% increase	4		10.8%	18.4%	35.6%	(9.2%)	(0.4%)	19.0%	7.1%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		108 015	119 638	141 605	192 037	174 403	173 630	206 573	221 168	235 738
% increase	4		10.8%	18.4%	35.6%	(9.2%)	(0.4%)	19.0%	7.1%	6.6%
TOTAL MANAGERS AND STAFF	5	99 493	110 824	132 210	179 782	162 397	161 681	194 352	208 165	221 902

Kwazulu-Natal: Mandeni(KZN291) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 928	6 767	7 155	7 960	7 960	7 960	9 248	9 747	10 312
Pension and UIF Contributions										
Medical Aid Contributions					692	692	692	692	729	771
Motor Vehicle Allowance		1 372	1 329	1 390	1 200	1 200	1 200	1 200	1 264	1 338
Cellphone Allowance		430	671	710	745	745	745	745	785	831
Housing Allowances		298	393	389	695	695	695	695	733	776
Other benefits and allowances										
Sub Total - Councillors		8 029	9 159	9 644	11 292	11 292	11 292	12 580	13 259	14 028
% increase	4		14.1%	5.3%	17.1%			11.4%	5.4%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		756			4 622	4 622	4 622	4 909	5 174	5 474
Pension and UIF Contributions					368	368	368	371	391	414
Medical Aid Contributions		11			160	160	160	161	169	179
Overtime										
Performance Bonus				96	699	699	699	352	371	393
Motor Vehicle Allowance					933	933	933	933	984	1 041
Cellphone Allowance					80	80	80	80	85	90
Housing Allowances		289			88	88	88	88	92	98
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 056		96	6 951	6 951	6 951	6 894	7 266	7 688
% increase	4		(100.0%)		7117.2%			(0.8%)	5.4%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		21 745	29 624	41 771	43 974	43 974	43 974	50 976	53 729	56 845
Pension and UIF Contributions		3 649	4 957	6 142	3 147	3 147	3 147	3 168	3 339	3 533
Medical Aid Contributions		1 733	2 076	2 965	1 628	1 628	1 628	1 630	1 718	1 817
Overtime		856	706	642	229	229	229	155	163	173
Performance Bonus										
Motor Vehicle Allowance		730	1 417	2 038	4 069	4 069	4 069	4 706	4 960	5 247
Cellphone Allowance		139	271	318	236	236	236	180	190	201
Housing Allowances		18	23	38	381	381	381	251	265	280
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		28 870	39 074	53 915	53 663	53 663	53 663	61 066	64 363	68 096
% increase	4		35.3%	38.0%	(0.5%)			13.8%	5.4%	5.8%
Total Parent Municipality		37 954	48 233	63 655	71 906	71 906	71 906	80 539	84 888	89 812
% increase	4		27.1%	32.0%	13.0%			12.0%	5.4%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 954	48 233	63 655	71 906	71 906	71 906	80 539	84 888	89 812
% increase	4		27.1%	32.0%	13.0%			12.0%	5.4%	5.8%
TOTAL MANAGERS AND STAFF	5	29 926	39 074	54 011	60 614	60 614	60 614	67 960	71 629	75 784

Kwazulu-Natal: KwaDukuza(KZN292) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 452	10 250	10 870	14 225	12 724	12 724	14 958	16 035	17 141
Pension and UIF Contributions		1 180	1 309	1 388		1 353	1 353			
Medical Aid Contributions		161	148	157		148	148			
Motor Vehicle Allowance		3 594	3 797	4 026	4 725	4 665	4 665	4 956	5 313	5 679
Cellphone Allowance		743	1 103	1 170	1 239	1 239	1 239	1 261	1 352	1 445
Housing Allowances										
Other benefits and allowances								60	65	69
Sub Total - Councillors		15 130	16 608	17 612	20 189	20 129	20 129	21 235	22 764	24 334
% increase	4		9.8%	6.0%	14.6%	(0.3%)		5.5%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 213	4 935	6 787	6 884	6 884	6 884	9 265	9 933	10 618
Pension and UIF Contributions		778	824	804		1 037	1 037	1 405	1 506	1 610
Medical Aid Contributions		156	116	113						
Overtime										
Performance Bonus		119	517	510		226	226	868	930	994
Motor Vehicle Allowance		576	699	580	1 658	1 658	1 658	1 063	1 139	1 218
Cellphone Allowance		74	65	90		95	95	122	131	140
Housing Allowances										
Other benefits and allowances		240	60	45	1 502	143	143	240	258	275
Payments in lieu of leave								256	275	294
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 155	7 215	8 928	10 044	10 044	10 044	13 220	14 172	15 149
% increase	4		0.8%	23.7%	12.5%			31.6%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		110 612	124 197	133 831	160 608	155 731	155 731	180 855	193 877	207 254
Pension and UIF Contributions		23 851	23 683	30 685	46 678	33 513	33 513	38 206	40 956	43 782
Medical Aid Contributions		10 175	11 949	13 510	15 070	15 770	15 770	18 383	19 706	21 066
Overtime		22 511	29 830	34 780	34 316	38 409	38 409	22 449	24 065	25 726
Performance Bonus										
Motor Vehicle Allowance		8 308	8 775	9 097	11 991	10 268	10 268	14 989	16 068	17 177
Cellphone Allowance		474	475	657	1 321	1 232	1 232	1 222	1 310	1 401
Housing Allowances		567	529	557	679	928	928	831	890	952
Other benefits and allowances		7 679	7 050	5 222	6 197	8 934	8 934	11 223	12 031	12 861
Payments in lieu of leave		9 383	14 326	14 137	19 182	19 667	19 667	22 233	23 834	25 478
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		193 560	220 813	242 476	296 041	284 451	284 451	310 390	332 739	355 698
% increase	4		14.1%	9.8%	22.1%	(3.9%)		9.1%	7.2%	6.9%
Total Parent Municipality		215 845	244 636	269 016	326 273	314 623	314 623	344 845	369 674	395 181
% increase	4		13.3%	10.0%	21.3%	(3.6%)		9.6%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		215 845	244 636	269 016	326 273	314 623	314 623	344 845	369 674	395 181
% increase	4		13.3%	10.0%	21.3%	(3.6%)		9.6%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	200 715	228 028	251 404	306 084	294 494	294 494	323 610	346 910	370 847

Kwazulu-Natal: Ndwedwe(KZN293) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					7 259	7 259	7 259	7 767	8 233	8 825
Pension and UIF Contributions					958	958	958	1 025	1 099	1 178
Medical Aid Contributions					243	243	243	260	279	299
Motor Vehicle Allowance					1 045	1 045	1 045	1 119	1 199	1 285
Cellphone Allowance					825	825	825	883	947	1 015
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					10 331	10 331	10 331	11 054	11 757	12 603
% increase	4							7.0%	6.4%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 055	3 055	3 055	3 072	3 306	3 557
Pension and UIF Contributions					56	56	56	56	60	64
Medical Aid Contributions					79	79	79	69	74	79
Overtime										
Performance Bonus					102	102	102	105	113	121
Motor Vehicle Allowance					955	873	873	1 090	1 169	1 249
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 247	4 165	4 165	4 393	4 722	5 071
% increase	4					(1.9%)		5.5%	7.5%	7.4%
Other Municipal Staff										
Basic Salaries and Wages					23 815	20 620	20 620	28 739	30 681	32 821
Pension and UIF Contributions					3 521	3 025	3 025	4 329	4 618	4 937
Medical Aid Contributions					1 232	1 218	1 218	1 413	1 506	1 610
Overtime					450	450	450	450	480	514
Performance Bonus										
Motor Vehicle Allowance					1 339	1 042	1 042	815	867	928
Cellphone Allowance										
Housing Allowances					130	130	130	133	142	152
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					30 486	26 486	26 486	35 879	38 295	40 961
% increase	4					(13.1%)		35.5%	6.7%	7.0%
Total Parent Municipality					45 064	40 982	40 982	51 326	54 773	58 635
% increase	4					(9.1%)		25.2%	6.7%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					45 064	40 982	40 982	51 326	54 773	58 635
% increase	4					(9.1%)		25.2%	6.7%	7.0%
TOTAL MANAGERS AND STAFF	5				34 734	30 651	30 651	40 272	43 017	46 031

Kwazulu-Natal: Maphumulo(KZN294) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 807	1 364	5 089	4 003	4 504	4 504	4 774	5 061	5 364
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		723	1 147	455	1 252	1 501	1 501	1 591	1 687	1 788
Cellphone Allowance		208	339	111	491	459	459	459	459	459
Housing Allowances										
Other benefits and allowances		29	50	17		54	54	58	61	65
Sub Total - Councillors		4 768	2 899	5 672	5 746	6 519	6 519	6 882	7 268	7 676
% increase	4		(39.2%)	95.6%	1.3%	13.4%		5.6%	5.6%	5.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 826	1 472	2 400	3 272	1 525	1 525	1 632	1 756	1 882
Pension and UIF Contributions		89	165	262	182	182	182	194	209	224
Medical Aid Contributions					350	0	0	50	54	58
Overtime										
Performance Bonus								250	269	288
Motor Vehicle Allowance		624	430	628	184	184	184	197	212	227
Cellphone Allowance					17	17	17	18	20	21
Housing Allowances						2	2	2	2	2
Other benefits and allowances		384	8		12	12	12	13	14	15
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 923	2 075	3 290	4 017	1 922	1 922	2 356	2 535	2 718
% increase	4		(29.0%)	58.5%	22.1%	(52.2%)		22.6%	7.6%	7.2%
Other Municipal Staff										
Basic Salaries and Wages		10 899	11 010	15 910	19 727	19 338	19 338	19 357	22 516	24 137
Pension and UIF Contributions		(15)	1 299	1 788	2 038	2 156	2 156	2 306	2 481	2 660
Medical Aid Contributions		543	650	898	1 050	972	972	1 070	1 152	1 235
Overtime										
Performance Bonus								53	57	61
Motor Vehicle Allowance		(264)	416	537	1 360	883	883	69	74	79
Cellphone Allowance		40	28	31	69	53	53	69	74	79
Housing Allowances		61	51	57	69	52	52	82	89	95
Other benefits and allowances		914	153	209	1 163	288	288	1 249	1 344	1 441
Payments in lieu of leave						250	250	55	59	63
Long service awards				176						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		12 178	13 606	19 607	25 475	23 993	23 993	24 310	27 845	29 849
% increase	4		11.7%	44.1%	29.9%	(5.8%)		1.3%	14.5%	7.2%
Total Parent Municipality		19 869	18 581	28 569	35 237	32 433	32 433	33 549	37 648	40 244
% increase	4		(6.5%)	53.8%	23.3%	(8.0%)		3.4%	12.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 869	18 581	28 569	35 237	32 433	32 433	33 549	37 648	40 244
% increase	4		(6.5%)	53.8%	23.3%	(8.0%)		3.4%	12.2%	6.9%
TOTAL MANAGERS AND STAFF	5	15 101	15 681	22 897	29 491	25 914	25 914	26 666	30 380	32 568

Kwazulu-Natal: iLembe(DC29) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 853	5 036	5 502	3 195	3 195	3 195	11 135	11 914	12 748
Pension and UIF Contributions		414			455	455	455	487	521	558
Medical Aid Contributions					18	18	18	19	21	22
Motor Vehicle Allowance		1 104			1 223	1 223	1 223	1 309	1 400	1 498
Cellphone Allowance		230			370	370	370	396	424	454
Housing Allowances										
Other benefits and allowances					64	64	64	68	73	78
Sub Total - Councillors		4 601	5 036	5 502	5 326	5 326	5 326	13 414	14 353	15 358
% increase	4		9.5%	9.2%	(3.2%)			151.9%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 301	2 843	3 335	2 999	2 999	2 999	4 094	4 381	4 688
Pension and UIF Contributions			8	7	46	46	46	49	53	57
Medical Aid Contributions										
Overtime										
Performance Bonus		388	42	43	360	360	360	385	412	441
Motor Vehicle Allowance		194	470	501	551	551	551	590	631	675
Cellphone Allowance			53	57						
Housing Allowances			96	87						
Other benefits and allowances			41	9						
Payments in lieu of leave			67	28						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 884	3 620	4 066	3 957	3 957	3 957	5 119	5 477	5 860
% increase	4		(6.8%)	12.3%	(2.7%)			29.4%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		38 424	42 390	48 365	50 185	50 185	50 185	79 516	85 082	91 038
Pension and UIF Contributions		5 822	8 006	7 801	8 121	8 121	8 121	10 747	11 499	12 304
Medical Aid Contributions		2 329	3 510	3 910	3 960	3 960	3 960	5 263	5 631	6 026
Overtime		1 747	2 883	3 519	3 262	3 262	3 262	3 490	3 735	3 996
Performance Bonus		3 493	3 989	4 106	3 944	3 944	3 944	4 370	4 676	5 003
Motor Vehicle Allowance		1 164	1 661	1 200	1 193	1 193	1 193	2 875	3 076	3 292
Cellphone Allowance								419	449	480
Housing Allowances		582	127	209	318	318	318	448	479	513
Other benefits and allowances		4 657	5 321	3 530	1 560	1 560	1 560	4 408	4 716	5 047
Payments in lieu of leave			212	215	3 239	3 239	3 239	4 464	4 777	5 111
Long service awards			4 224							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 218	72 324	72 855	75 782	75 782	75 782	116 001	124 121	132 809
% increase	4		24.2%	0.7%	4.0%			53.1%	7.0%	7.0%
Total Parent Municipality		66 703	80 979	82 423	85 065	85 065	85 065	134 534	143 951	154 028
% increase	4		21.4%	1.8%	3.2%			58.2%	7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 703	80 979	82 423	85 065	85 065	85 065	134 534	143 951	154 028
% increase	4		21.4%	1.8%	3.2%			58.2%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	62 101	75 943	76 921	79 739	79 739	79 739	121 119	129 598	138 670

Kwazulu-Natal: Greater Kokstad(KZN433) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 934	2 691		2 996	3 646	3 646	4 902	5 235	5 591
Pension and UIF Contributions			383		737	337	337	361	385	412
Medical Aid Contributions			169		378	228	228	244	260	278
Motor Vehicle Allowance		1 012	658		1 107	357	357	382	408	435
Cellphone Allowance		290	242		238	318	318	340	363	388
Housing Allowances			279		611	611	611	653	698	745
Other benefits and allowances		32	149		42	52	52	55	59	63
Sub Total - Councillors		4 268	4 571		6 109	5 549	5 549	6 937	7 409	7 912
% increase	4		7.1%	(100.0%)		(9.2%)		25.0%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 778	5 791		3 681	3 681	3 681	3 041	3 248	3 469
Pension and UIF Contributions		49	519		499	499	499	300	321	343
Medical Aid Contributions			439		422	422	422	130	139	148
Overtime										
Performance Bonus		577			3 040	2 169	2 169	683	731	780
Motor Vehicle Allowance		963	1 390		1 534	1 534	1 534	1 165	1 246	1 331
Cellphone Allowance		97	147		146	146	146	87	93	100
Housing Allowances		229	643		601	601	601	207	221	236
Other benefits and allowances		427	258		97	97	97	97	104	111
Payments in lieu of leave			70		535	535	535	535	572	611
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 120	9 257		10 555	9 684	9 684	6 244	6 675	7 129
% increase	4		80.8%	(100.0%)		(8.3%)		(35.5%)	6.9%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		52 159	49 209		60 652	59 054	59 054	66 825	71 370	76 039
Pension and UIF Contributions		10 547	11 012		10 625	11 023	11 023	11 985	12 800	13 670
Medical Aid Contributions		3 075	4 590		6 313	6 643	6 643	7 399	7 902	8 587
Overtime		1 528	2 293		2 672	3 071	3 071	3 262	3 484	3 721
Performance Bonus		2 217						1 638	1 748	1 867
Motor Vehicle Allowance		3 184	1 713		1 186	1 086	1 086	1 639	1 748	1 867
Cellphone Allowance		271	226		176	203	203	285	305	325
Housing Allowances		1 675	1 141		2 122	2 125	2 125	2 710	2 894	3 126
Other benefits and allowances		5 868	4 315		1 371	8 602	8 602	11 030	11 780	12 581
Payments in lieu of leave			827		1 275	1 290	1 290	1 414	1 509	1 612
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		80 524	75 326		86 393	93 097	93 097	108 188	115 539	123 396
% increase	4		(6.5%)	(100.0%)		7.8%		16.2%	6.8%	6.8%
Total Parent Municipality		89 912	89 154		103 056	108 329	108 329	121 370	129 623	138 437
% increase	4		(0.8%)	(100.0%)		5.1%		12.0%	6.8%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		89 912	89 154		103 056	108 329	108 329	121 370	129 623	138 437
% increase	4		(0.8%)	(100.0%)		5.1%		12.0%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	85 644	84 583		96 948	102 781	102 781	114 433	122 214	130 525

Kwazulu-Natal: Ubuhlebezwe(KZN434) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 893	4 278	3 978	4 593			6 223	6 534	6 861
Pension and UIF Contributions		465	491	492	548			726	762	800
Medical Aid Contributions										
Motor Vehicle Allowance		1 361	1 661	1 968	1 724			2 010	2 111	2 217
Cellphone Allowance		284	391	428	526			652	685	719
Housing Allowances										
Other benefits and allowances		136	72	72	166			244	256	269
Sub Total - Councillors		6 139	6 893	6 938	7 556			9 855	10 348	10 865
% increase	4		12.3%	0.6%	8.9%	(100.0%)			5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 775	3 818	3 818	3 053			3 205	3 366	3 534
Pension and UIF Contributions		2	138	138				194	204	214
Medical Aid Contributions		3			356					
Overtime										
Performance Bonus		553	607	607	636			1 193	1 253	1 315
Motor Vehicle Allowance			553	553	116			712	748	785
Cellphone Allowance		53								
Housing Allowances		3								
Other benefits and allowances		2	33	33				135	142	149
Payments in lieu of leave		5								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 395	5 148	5 148	4 161			5 440	5 712	5 997
% increase	4		(30.4%)		(19.2%)	(100.0%)			5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		13 775	20 418	24 283	26 976			32 500	34 125	35 831
Pension and UIF Contributions		3 215	3 893	4 031	6 885			7 690	8 074	8 478
Medical Aid Contributions		1 374	1 065	1 065	3 318			2 404	2 524	2 651
Overtime		388	662	662	3 509			2 957	3 105	3 260
Performance Bonus			1 403	539	3 446			5 421	5 692	5 976
Motor Vehicle Allowance		2 134	685	1 237	3 089			1 227	1 289	1 353
Cellphone Allowance		384	22	22	129					
Housing Allowances		27	32	32	11			17	18	19
Other benefits and allowances		468	254	1 710	2 841			2 542	2 669	2 803
Payments in lieu of leave										
Long service awards			75	75	771			369	387	407
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		21 765	28 509	33 657	50 975			55 127	57 883	60 777
% increase	4		31.0%	18.1%	51.5%	(100.0%)			5.0%	5.0%
Total Parent Municipality		35 300	40 550	45 743	62 692			70 421	73 942	77 640
% increase	4		14.9%	12.8%	37.1%	(100.0%)			5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 300	40 550	45 743	62 692			70 421	73 942	77 640
% increase	4		14.9%	12.8%	37.1%	(100.0%)			5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	29 161	33 657	38 805	55 135			60 566	63 595	66 774

Kwazulu-Natal: Umzimkhulu(KZN435) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 652	9 521	10 583	8 424	8 473	8 473	9 037	9 669	10 385
Pension and UIF Contributions		767	872	953	1 866	1 808	1 808	1 808	1 935	2 078
Medical Aid Contributions		74	101	146	691	530	530	530	567	609
Motor Vehicle Allowance		1 396	1 294	894	2 275	1 651	1 651	1 651	1 767	1 898
Cellphone Allowance		1 015	1 310	1 099	541	1 305	1 305	1 305	1 397	1 500
Housing Allowances					835	875	875	875	936	1 005
Other benefits and allowances					334	156	156	506	541	581
Sub Total - Councillors		11 905	13 099	13 676	14 968	14 798	14 798	15 712	16 812	18 056
% increase	4		10.0%	4.4%	9.4%	(1.1%)		6.2%	7.0%	7.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 680	2 583	2 982	5 394	5 392	5 392	5 742	6 144	6 599
Pension and UIF Contributions		558	588	683	59	60	60	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus			302	473	485	593	593	632	676	726
Motor Vehicle Allowance		1 077	1 076	1 155						
Cellphone Allowance		75	72	78	78	144	144	144	154	165
Housing Allowances		88	59	143						
Other benefits and allowances		148	110	46		77	77	77	83	89
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 626	4 791	5 560	6 017	6 266	6 266	6 606	7 068	7 591
% increase	4		3.6%	16.1%	8.2%	4.1%		5.4%	7.0%	7.4%
Other Municipal Staff										
Basic Salaries and Wages		25 520	28 048	31 952	30 973	32 202	32 202	35 708	38 208	41 035
Pension and UIF Contributions		2 397	3 243	3 749	4 639	4 929	4 929	5 356	5 731	6 155
Medical Aid Contributions		959	1 471	1 975	1 850	2 366	2 366	2 390	2 557	2 746
Overtime		277	429	675	718	993	993	992	1 062	1 140
Performance Bonus		978	1 999	2 480	2 542	2 770	2 770	3 074	3 289	3 532
Motor Vehicle Allowance		1 052	1 509	1 733	1 428	2 520	2 520	2 700	2 889	3 103
Cellphone Allowance					158	359	359	363	388	417
Housing Allowances		932	1 051	1 098	1 038	1 133	1 133	1 176	1 258	1 352
Other benefits and allowances		439	2 100	1 974	159	2 955	2 955	3 162	3 383	3 633
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 555	39 849	45 636	43 505	50 226	50 226	54 921	58 765	63 114
% increase	4		22.4%	14.5%	(4.7%)	15.4%		9.3%	7.0%	7.4%
Total Parent Municipality		49 085	57 739	64 872	64 489	71 290	71 290	77 239	82 646	88 762
% increase	4		17.6%	12.4%	(0.6%)	10.5%		8.3%	7.0%	7.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		49 085	57 739	64 872	64 489	71 290	71 290	77 239	82 646	88 762
% increase	4		17.6%	12.4%	(0.6%)	10.5%		8.3%	7.0%	7.4%
TOTAL MANAGERS AND STAFF	5	37 180	44 640	51 196	49 521	56 492	56 492	61 527	65 834	70 705

Kwazulu-Natal: Dr Nkosazana Dlamini Zuma(KZN436) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					8 055	8 685	5 606	9 838	10 401	10 998
Pension and UIF Contributions										
Medical Aid Contributions							345			
Motor Vehicle Allowance					209	215	310	249	267	285
Cellphone Allowance					183	171	1 006	290	311	333
Housing Allowances					461	459	392	459	486	514
Other benefits and allowances										
Sub Total - Councillors					8 909	9 530	7 659	10 836	11 464	12 129
% increase	4					7.0%	(19.6%)	41.5%	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					2 748	2 544	2 544	2 737	2 934	3 137
Pension and UIF Contributions					42	42	42	45	48	52
Medical Aid Contributions					48	48	48	52	55	59
Overtime										
Performance Bonus					197	197	197	212	227	243
Motor Vehicle Allowance					200	200	200	215	231	247
Cellphone Allowance					7	7	7	8	8	9
Housing Allowances					70	70	70	75	80	86
Other benefits and allowances					27	27	27	29	31	33
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 339	3 135	3 135	3 373	3 616	3 866
% increase	4					(6.1%)		7.6%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages					34 014	31 340	27 736	35 702	38 413	40 534
Pension and UIF Contributions					4 359	4 184	3 533	7 497	7 564	7 930
Medical Aid Contributions					1 467	1 431	1 332	1 596	1 649	1 737
Overtime					1 149	1 105	1 059	1 328	1 328	1 389
Performance Bonus					2 955	2 821	2 398	3 870	3 987	4 203
Motor Vehicle Allowance					1 115	995	921	1 202	1 176	1 225
Cellphone Allowance					100	100	100	130	127	132
Housing Allowances					200	200	73	315	540	809
Other benefits and allowances					1 979	1 952	2 007	2 535	2 503	2 613
Payments in lieu of leave					145	145	145	189	185	192
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					47 482	44 271	39 303	54 365	57 472	60 765
% increase	4					(6.8%)	(11.2%)	38.3%	5.7%	5.7%
Total Parent Municipality					59 730	56 936	50 098	68 574	72 552	76 760
% increase	4					(4.7%)	(12.0%)	36.9%	5.8%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					59 730	56 936	50 098	68 574	72 552	76 760
% increase	4					(4.7%)	(12.0%)	36.9%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5				50 821	47 406	42 438	57 738	61 087	64 631

Kwazulu-Natal: Harry Gwala(DC43) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 134	3 559	4 513	4 964	4 964	4 964	5 361	5 790	6 253
Pension and UIF Contributions		233	265	336	369	369	369	399	431	465
Medical Aid Contributions		55	62	79	87	87	87	94	101	110
Motor Vehicle Allowance		688	782	991	1 090	1 090	1 090	1 178	1 272	1 374
Cellphone Allowance		151	172	218	239	239	239	259	279	302
Housing Allowances										
Other benefits and allowances		360	409	519	570	570	570	616	665	719
Sub Total - Councillors		4 622	5 249	6 655	7 321	7 321	7 321	7 906	8 539	9 222
% increase	4		13.6%	26.8%	10.0%			8.0%	8.0%	8.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 330	4 201	4 401	4 793	4 793	4 793	5 267	5 688	6 144
Pension and UIF Contributions		2	3	3	3	3	3	3	3	4
Medical Aid Contributions		4	4	5	5	5	5	6	6	7
Overtime										
Performance Bonus		460	580	608				727	786	848
Motor Vehicle Allowance		2 082	2 626	2 751	2 996	2 996	2 996	3 293	3 556	3 841
Cellphone Allowance		97	123	129	140	140	140	154	167	180
Housing Allowances										
Other benefits and allowances		3	4	4	4	4	4	5	5	5
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 978	7 541	7 900	7 942	7 942	7 942	9 455	10 212	11 028
% increase	4		26.1%	4.8%	0.5%			19.1%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		52 914	73 262	79 364	85 180	87 180	87 180	96 330	103 657	111 551
Pension and UIF Contributions		8 947	11 286	11 823	12 877	12 877	12 877	14 151	15 283	16 506
Medical Aid Contributions		1 236	1 559	1 634	1 779	1 779	1 779	1 955	2 112	2 281
Overtime		1 105	1 394	1 460	1 590	1 590	1 590	1 747	1 887	2 038
Performance Bonus		4 903	6 185	6 479	7 057	7 057	7 057	7 755	8 375	9 045
Motor Vehicle Allowance		2 254	2 843	2 978	3 244	3 244	3 244	3 564	3 850	4 158
Cellphone Allowance		384	485	508	553	553	553	608	657	709
Housing Allowances		33	42	44	48	48	48	53	57	62
Other benefits and allowances		1 474	1 859	1 948	2 121	2 121	2 121	2 331	2 518	2 719
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		73 250	98 915	106 238	114 449	116 449	116 449	128 495	138 395	149 069
% increase	4		35.0%	7.4%	7.7%	1.7%		10.3%	7.7%	7.7%
Total Parent Municipality		83 850	111 705	120 793	129 711	131 711	131 711	145 856	157 145	169 319
% increase	4		33.2%	8.1%	7.4%	1.5%		10.7%	7.7%	7.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		83 850	111 705	120 793	129 711	131 711	131 711	145 856	157 145	169 319
% increase	4		33.2%	8.1%	7.4%	1.5%		10.7%	7.7%	7.7%
TOTAL MANAGERS AND STAFF	5	79 228	106 456	114 138	122 391	124 391	124 391	137 950	148 607	160 097

Limpopo: Greater Giyani(LIM331) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 133	10 552	13 261	12 131	13 386	13 386	13 430	14 343	15 318
Pension and UIF Contributions		21	1 583							
Medical Aid Contributions				0						
Motor Vehicle Allowance		3 566	3 517	3 750	3 741	4 082	4 082	4 492	4 798	5 124
Cellphone Allowance		779	1 329	1 444	1 468	1 463	1 463	1 468	1 568	1 675
Housing Allowances										
Other benefits and allowances		2 151		118	107	138	138	134	143	153
Sub Total - Councillors		16 650	16 980	18 573	17 447	19 068	19 068	19 524	20 852	22 270
% increase	4		2.0%	9.4%	(6.1%)	9.3%		2.4%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 445	3 000	2 604	3 733	2 720	2 720	4 068	4 344	4 640
Pension and UIF Contributions		109	118	126	88	135	135	128	136	146
Medical Aid Contributions		53	64	72	165	88	88	106	114	121
Overtime										
Performance Bonus										
Motor Vehicle Allowance		639	943	946	1 218	985	985	1 283	1 370	1 463
Cellphone Allowance		61	73	6						
Housing Allowances										
Other benefits and allowances			7	20	37	25	25	828	885	945
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 307	4 204	3 776	5 241	3 952	3 952	6 413	6 849	7 314
% increase	4		27.1%	(10.2%)	38.8%	(24.6%)		62.3%	6.8%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		45 818	53 480	58 669	69 047	66 039	66 039	75 537	80 674	86 160
Pension and UIF Contributions		13 621	11 059	12 572	15 429	14 608	14 608	20 254	21 631	23 102
Medical Aid Contributions		1 441	1 779	2 251	2 223	2 829	2 829	3 067	3 275	3 498
Overtime		917	1 617	3 089	2 475	2 799	2 799	2 217	2 372	2 531
Performance Bonus										
Motor Vehicle Allowance		2 196	3 461	5 391	6 340	7 513	7 513	8 776	9 373	10 010
Cellphone Allowance		262	318	7						
Housing Allowances		153	157	193	194	258	258	288	307	328
Other benefits and allowances		4 765	4 084	4 886	6 644	6 229	6 229	7 146	7 632	8 151
Payments in lieu of leave			2 045							
Long service awards		439	2 377	(189)	314	2 563	2 563	216	231	247
Post-retirement benefit obligations			4 818	3 556						
Sub Total - Other Municipal Staff		69 613	85 196	90 427	102 667	102 837	102 837	117 501	125 495	134 027
% increase	4		22.4%	6.1%	13.5%	0.2%		14.3%	6.8%	6.8%
Total Parent Municipality		89 571	106 380	112 776	125 355	125 858	125 858	143 438	153 196	163 611
% increase	4		18.8%	6.0%	11.2%	0.4%		14.0%	6.8%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		89 571	106 380	112 776	125 355	125 858	125 858	143 438	153 196	163 611
% increase	4		18.8%	6.0%	11.2%	0.4%		14.0%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	72 920	89 400	94 202	107 908	106 789	106 789	123 914	132 344	141 341

Limpopo: Greater Letaba(LIM332) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		14 235	15 346	16 225	17 054	17 879	17 879	18 845	19 862	21 034
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 235	15 346	16 225	17 054	17 879	17 879	18 845	19 862	21 034
% increase	4		7.8%	5.7%	5.1%	4.8%		5.4%	5.4%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 077	4 784		5 182	5 182	5 182	5 514	5 878	6 266
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 077	4 784		5 182	5 182	5 182	5 514	5 878	6 266
% increase	4		17.4%	(100.0%)				6.4%	6.6%	6.6%
Other Municipal Staff										
Basic Salaries and Wages		27 413	33 948		37 899	36 122	36 122	38 434	40 970	43 674
Pension and UIF Contributions		5 986	7 449		8 428	7 592	7 592	8 078	8 611	9 179
Medical Aid Contributions		2 466	1 656		2 509	2 988	2 988	3 180	3 389	3 613
Overtime		2 793	2 970		3 330	4 014	4 014	4 271	4 552	4 853
Performance Bonus		2 221	3 361		3 025	3 126	3 126	3 826	4 079	4 348
Motor Vehicle Allowance		1 262	1 305		2 098	3 459	3 459	3 680	3 923	4 182
Cellphone Allowance										
Housing Allowances		349	753		350	349	349	371	396	422
Other benefits and allowances			469		555	545	545	579	618	659
Payments in lieu of leave		733	1 291		1 690	1 690	1 690	1 798	1 916	2 043
Long service awards			214							
Post-retirement benefit obligations			325							
Sub Total - Other Municipal Staff		43 224	53 740		59 883	59 883	59 883	64 216	68 454	72 972
% increase	4		24.3%	(100.0%)				7.2%	6.6%	6.6%
Total Parent Municipality		61 536	73 871	16 225	82 120	82 945	82 945	88 575	94 194	100 272
% increase	4		20.0%	(78.0%)	406.1%	1.0%		6.8%	6.3%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 536	73 871	16 225	82 120	82 945	82 945	88 575	94 194	100 272
% increase	4		20.0%	(78.0%)	406.1%	1.0%		6.8%	6.3%	6.5%
TOTAL MANAGERS AND STAFF	5	47 301	58 525		65 065	65 065	65 065	69 730	74 332	79 238

Limpopo: Greater Tzaneen(LIM333) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		17 561	19 031	20 078	21 853	21 853	20 500	23 036	24 464	25 907
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		17 561	19 031	20 078	21 853	21 853	20 500	23 036	24 464	25 907
% increase	4		8.4%	5.5%	8.8%		(6.2%)	12.4%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 893	4 997	6 989	8 492	8 492	6 807	9 093	9 657	10 227
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			118		708	708	257	750	796	843
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 893	5 115	6 989	9 199	9 199	7 064	9 843	10 454	11 071
% increase	4		4.5%	36.6%	31.6%		(23.2%)	39.3%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		105 954	125 936	133 872	149 300	149 300	152 847	163 752	173 904	184 165
Pension and UIF Contributions		20 142	22 710	24 231	28 641	28 641	26 091	31 221	33 157	35 113
Medical Aid Contributions		9 888	15 528	18 675	12 185	12 185	9 868	15 452	16 410	17 378
Overtime		20 143	21 275	19 375	23 898	23 898	23 998	24 654	26 183	27 727
Performance Bonus		273	2 655	16	1 600	1 600	396	1 621	1 721	1 823
Motor Vehicle Allowance		7 388	8 919	9 396	11 131	11 131	9 122	10 843	11 515	12 194
Cellphone Allowance										
Housing Allowances		1 753	1 302	1 476	1 428	1 428	1 620	1 775	1 885	1 996
Other benefits and allowances		18 837	16 089	16 856	21 502	21 502	17 030	23 375	24 824	26 289
Payments in lieu of leave		9 067	27 534	13 837	10 845	10 845	11 646	10 972	11 653	12 340
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		193 444	241 948	237 734	260 529	260 529	252 618	283 665	301 252	319 026
% increase	4		25.1%	(1.7%)	9.6%		(3.0%)	12.3%	6.2%	5.9%
Total Parent Municipality		215 899	266 094	264 801	291 581	291 581	280 182	316 544	336 170	356 004
% increase	4		23.2%	(0.5%)	10.1%		(3.9%)	13.0%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		215 899	266 094	264 801	291 581	291 581	280 182	316 544	336 170	356 004
% increase	4		23.2%	(0.5%)	10.1%		(3.9%)	13.0%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	198 338	247 063	244 723	269 728	269 728	259 682	293 508	311 706	330 096

Limpopo: Ba-Phalaborwa(LIM334) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 222	7 492	8 610	8 874	8 874	8 874	9 549	10 236	10 943
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 993	2 112	2 239	3 109	3 109	3 109	3 345	3 586	3 833
Cellphone Allowance		432	458	485	828	828	828	891	955	1 021
Housing Allowances										
Other benefits and allowances		406	430	456						
Sub Total - Councillors		9 052	10 492	11 790	12 811	12 811	12 811	13 784	14 777	15 796
% increase	4		15.9%	12.4%	8.7%			7.6%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 130	3 317	3 516	3 797	3 797	3 797	3 797	3 797	3 797
Pension and UIF Contributions					11	11	11	11	11	11
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		2 747	2 912	3 087	2 448	1 381	1 381	1 381	1 381	1 381
Cellphone Allowance					86	86	86	86	86	86
Housing Allowances										
Other benefits and allowances					780	780	780	780	780	780
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 877	6 230	6 603	7 121	6 055	6 055	6 055	6 055	6 055
% increase	4		6.0%	6.0%	7.8%	(15.0%)				
Other Municipal Staff										
Basic Salaries and Wages		56 328	54 564	81 093	73 101	70 610	70 610	76 265	82 029	87 951
Pension and UIF Contributions		11 912	12 627	13 385	14 153	14 335		15 330	16 435	17 569
Medical Aid Contributions		3 081	3 266	3 462	4 567	4 677	4 677	4 992	5 351	5 721
Overtime		3 480	3 689	3 910	4 153	2 968	2 968	3 194	3 424	3 660
Performance Bonus										
Motor Vehicle Allowance		8 059	8 542	9 055	12 974	10 205	10 205	11 086	11 984	12 906
Cellphone Allowance		657	697	739	1 044	1 010	1 010	1 094	1 179	1 266
Housing Allowances		619	657	696	913	900	900	968	1 038	1 109
Other benefits and allowances		447	474	502	4 004	6 432	6 432	6 980	7 539	8 113
Payments in lieu of leave										
Long service awards		3 251	3 447	3 653	662	3 105	3 105	3 341	3 582	3 829
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		87 835	87 962	116 495	115 571	114 242	99 907	123 249	132 559	142 124
% increase	4		0.1%	32.4%	(0.8%)	(1.1%)	(12.5%)	23.4%	7.6%	7.2%
Total Parent Municipality		102 764	104 684	134 888	135 503	133 108	118 773	143 088	153 391	163 975
% increase	4		1.9%	28.9%	0.5%	(1.8%)	(10.8%)	20.5%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		102 764	104 684	134 888	135 503	133 108	118 773	143 088	153 391	163 975
% increase	4		1.9%	28.9%	0.5%	(1.8%)	(10.8%)	20.5%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	93 712	94 192	123 098	122 693	120 297	105 962	129 304	138 614	148 178

Limpopo: Maruleng(LIM335) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 530	4 551	4 270	6 562	5 800	5 800	5 885	6 148	6 517
Pension and UIF Contributions		797	814	894	1 672	1 025	1 025	1 002	1 086	1 152
Medical Aid Contributions		29	53	79	79	120	120	130	127	135
Motor Vehicle Allowance		1 632	1 714	1 915	1 916	1 977	1 977	2 127	2 096	2 222
Cellphone Allowance		372	533	597	586	550	550	608	583	618
Housing Allowances										
Other benefits and allowances				50	51	70	70	81	74	79
Sub Total - Councillors		7 359	7 665	7 805	10 866	9 542	9 542	9 832	10 115	10 722
% increase	4		4.2%	1.8%	39.2%	(12.2%)		3.0%	2.9%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 970	1 792	2 770	3 046	3 046	3 046	3 675	3 895	4 129
Pension and UIF Contributions		555	489	578	1 307	1 307	1 307	1 021	1 082	1 147
Medical Aid Contributions		46	110	123	154	154	154	163	173	183
Overtime										
Performance Bonus		179	276	84	893	893	893	995	1 055	1 118
Motor Vehicle Allowance		810	790	1 012	1 326	1 326	1 326	1 599	1 695	1 797
Cellphone Allowance		48	43	68	75	75	75	69	73	77
Housing Allowances										
Other benefits and allowances		39	26	38	60	60	60	37	40	42
Payments in lieu of leave		445								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 093	3 527	4 675	6 862	6 862	6 862	7 559	8 013	8 493
% increase	4		(13.8%)	32.6%	46.8%			10.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		18 668	19 244	22 095	26 846	26 961	26 961	27 619	29 652	31 733
Pension and UIF Contributions		3 783	4 156	5 446	4 836	5 204	5 204	5 415	5 817	6 228
Medical Aid Contributions		1 028	141	1 597	1 328	1 540	1 540	1 838	1 972	2 109
Overtime		781	437	570	880	2 009	2 009	2 283	2 447	2 616
Performance Bonus		1 485	1 631	1 945	2 210	2 468	2 468	1 959	2 112	2 268
Motor Vehicle Allowance		294	315	1 160	2 780	2 542	2 542	2 511	2 711	2 913
Cellphone Allowance		425	806	383	450	450	450	487	522	559
Housing Allowances		57	63	67	68	149	149	184	197	211
Other benefits and allowances				640	867	418	418	486	521	557
Payments in lieu of leave		214	331	300	255	300	300	56	60	64
Long service awards		957	53	21	99	117	117	94	276	295
Post-retirement benefit obligations		1 758								
Sub Total - Other Municipal Staff		29 451	27 178	34 224	40 618	42 158	42 158	42 930	46 287	49 553
% increase	4		(7.7%)	25.9%	18.7%	3.8%		1.8%	7.8%	7.1%
Total Parent Municipality		40 902	38 369	46 704	58 346	58 562	58 562	60 321	64 415	68 768
% increase	4		(6.2%)	21.7%	24.9%	0.4%		3.0%	6.8%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 902	38 369	46 704	58 346	58 562	58 562	60 321	64 415	68 768
% increase	4		(6.2%)	21.7%	24.9%	0.4%		3.0%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	33 544	30 705	38 899	47 479	49 019	49 019	50 489	54 300	58 046

Limpopo: Mopani(DC33) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 218	5 229	10 599	7 876	718	718	8 698	9 324	9 967
Pension and UIF Contributions		673	696	691	707	45	45	807	865	925
Medical Aid Contributions		38	71	98	104			104	111	119
Motor Vehicle Allowance		1 808	1 887	2 179	2 808	298	298	543	582	622
Cellphone Allowance		479	497	720	543	100	100	3 146	3 373	3 606
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		8 217	8 380	14 287	12 038	1 160	1 160	13 297	14 255	15 238
% increase	4		2.0%	70.5%	(15.7%)	(90.4%)		1046.0%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 928	362	5 263	4 895	4 895	4 895	372	7 608	8 133
Pension and UIF Contributions		452	35	2 239	300	300	300	71	76	81
Medical Aid Contributions			13		79	79	79			
Overtime										
Performance Bonus		119								
Motor Vehicle Allowance		1 411	145	1 903	2 155	2 155	2 155	2 166	2 322	2 483
Cellphone Allowance			6	73	72	72	72			
Housing Allowances			34		1 158	1 158	1 158	399	428	457
Other benefits and allowances		43	5		608	608	608	70	75	81
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 953	599	9 478	9 266	9 266	9 266	3 079	10 510	11 235
% increase	4		(89.9%)	1482.1%	(2.2%)			(66.8%)	241.4%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		137 115	156 157	150 875	231 619	214 054	214 054	210 345	224 667	239 243
Pension and UIF Contributions		22 447	24 132	25 562	44 668	44 668	44 668	41 759	44 599	47 473
Medical Aid Contributions		7 500	8 628	7 203	21 303	21 303	21 303	24 805	26 507	28 204
Overtime		14 878	13 880	17 933	17 398	35 467	35 467	22 918	24 472	26 024
Performance Bonus		494			108	108	108			
Motor Vehicle Allowance		3 521	11 964	12 881	18 198	18 198	18 198	16 272	21 062	22 396
Cellphone Allowance		40		63	67	67	67	79	85	90
Housing Allowances		7 567	7 122	6 703	10 279	10 279	10 279	7 819	8 363	8 868
Other benefits and allowances		5 953	5 174	10 850	12 554	12 554	12 554	31 845	29 982	31 963
Payments in lieu of leave		2 102		8 373				1 421	1 508	1 597
Long service awards		135	425	281	558	558	558	574	613	652
Post-retirement benefit obligations		20 689		936						
Sub Total - Other Municipal Staff		222 441	227 482	241 658	356 753	357 257	357 257	357 837	381 859	406 511
% increase	4		2.3%	6.2%	47.6%	0.1%		0.2%	6.7%	6.5%
Total Parent Municipality		236 611	236 461	265 423	378 057	367 684	367 684	374 213	406 623	432 984
% increase	4		(0.1%)	12.2%	42.4%	(2.7%)		1.8%	8.7%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		236 611	236 461	265 423	378 057	367 684	367 684	374 213	406 623	432 984
% increase	4		(0.1%)	12.2%	42.4%	(2.7%)		1.8%	8.7%	6.5%
TOTAL MANAGERS AND STAFF	5	228 394	228 081	251 136	366 019	366 523	366 523	360 915	392 369	417 746

Limpopo: Musina(LIM341) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 281	2 155	2 962	2 491	2 490	2 490	2 756	2 932	3 009
Pension and UIF Contributions			323		356	363	363	363	386	440
Medical Aid Contributions			104		114	114	114	114	137	191
Motor Vehicle Allowance			718	1 370	792	792	792	792	815	869
Cellphone Allowance			152		159	167	167	167	194	244
Housing Allowances										
Other benefits and allowances				763						
Sub Total - Councillors		3 281	3 452	5 095	3 912	3 926	3 926	4 192	4 464	4 753
% increase	4		5.2%	47.6%	(23.2%)	0.4%		6.8%	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 542	4 845	2 913	5 456	5 456	5 456	8 176	8 667	9 187
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		256		611						
Motor Vehicle Allowance				757						
Cellphone Allowance										
Housing Allowances				737						
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 798	4 845	5 019	5 456	5 456	5 456	8 176	8 667	9 187
% increase	4		27.6%	3.6%	8.7%			49.9%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		35 359	52 467	49 857	68 711	66 154	66 154	66 310	66 966	72 267
Pension and UIF Contributions		5 799	7 684	14 267	9 877	9 877	9 877	9 270	9 270	7 906
Medical Aid Contributions		3 634	4 313	439	2 868	2 868	2 868	2 261	2 261	3 959
Overtime		1 583	2 525	9 559	8 420	8 420	8 420	7 813	7 813	6 449
Performance Bonus				3 858						
Motor Vehicle Allowance		474	1 127	4 989	739	739	739	739	739	739
Cellphone Allowance		1 940	2 043		1 756	1 756	1 756	1 756	1 756	3 454
Housing Allowances			390	1 406	434	434	434	434	434	434
Other benefits and allowances		898	3 386	1 595	547	547	547	547	547	550
Payments in lieu of leave				2 707						
Long service awards				1 177						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		49 687	73 935	89 855	93 352	90 795	90 795	89 130	89 786	95 758
% increase	4		48.8%	21.5%	3.9%	(2.7%)		(1.8%)	0.7%	6.7%
Total Parent Municipality		56 766	82 232	99 969	102 720	100 177	100 177	101 498	102 917	109 698
% increase	4		44.9%	21.6%	2.8%	(2.5%)		1.3%	1.4%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 766	82 232	99 969	102 720	100 177	100 177	101 498	102 917	109 698
% increase	4		44.9%	21.6%	2.8%	(2.5%)		1.3%	1.4%	6.6%
TOTAL MANAGERS AND STAFF	5	53 485	78 780	94 874	98 808	96 251	96 251	97 306	98 453	104 945

Limpopo: Thulamela(LIM343) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		14 804	15 563	16 500	16 267	16 267	16 267	17 406	18 624	19 928
Pension and UIF Contributions		1 889	1 988	2 083	2 578	2 578	2 578	2 759	2 952	3 158
Medical Aid Contributions		18	17	30	20	20	20	21	23	24
Motor Vehicle Allowance		2 576	2 835	3 091	3 387	3 387	3 387	3 624	3 878	4 149
Cellphone Allowance		979	1 603	1 603	1 910	1 910	1 910	2 043	2 186	2 339
Housing Allowances										
Other benefits and allowances		145	157	166	309	309	309	707	226	(316)
Sub Total - Councillors		20 412	22 164	23 474	24 470	24 470	24 470	26 560	27 888	29 282
% increase	4		8.6%	5.9%	4.2%			8.5%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 242	4 658	5 022	5 229	5 229	5 229	5 595	5 986	6 405
Pension and UIF Contributions		603	1 168	1 280	1 203	1 203	1 203	1 287	1 377	1 473
Medical Aid Contributions					102	102	102	109	116	125
Overtime										
Performance Bonus					596	412	412	730	758	800
Motor Vehicle Allowance		688	1 487	1 938	1 636	1 636	1 636	1 750	1 873	2 004
Cellphone Allowance										
Housing Allowances					78	78	78	83	89	96
Other benefits and allowances		354	383	840	103	103	103	111	118	127
Payments in lieu of leave					40	40	40	43	46	49
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 887	7 696	9 080	8 986	8 802	8 802	9 707	10 363	11 078
% increase	4		30.7%	18.0%	(1.0%)	(2.0%)		10.3%	6.8%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		93 282	114 270	119 472	136 480	130 797	130 797	144 791	143 578	151 909
Pension and UIF Contributions		19 785	23 029	24 907	26 539	26 591	26 591	24 710	30 958	32 836
Medical Aid Contributions		2 824	3 806	4 839	5 736	5 736	5 736	6 298	6 817	7 254
Overtime			1 956	3 276	2 701	3 469	3 469	4 887	5 940	6 606
Performance Bonus										
Motor Vehicle Allowance		7 992	8 550	9 766	10 560	10 160	10 160	11 583	12 313	15 092
Cellphone Allowance										
Housing Allowances		287	274	403	314	297	297	409	434	461
Other benefits and allowances		12 155	10 773	17 362	13 033	15 886	15 886	19 857	26 550	26 397
Payments in lieu of leave			636	3 419	392	707	707	502	534	568
Long service awards		1 027	1 732	533	263	263	263	1 059	1 139	1 211
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		137 351	165 025	183 977	196 019	193 906	193 906	214 097	228 265	242 333
% increase	4		20.1%	11.5%	6.5%	(1.1%)		10.4%	6.6%	6.2%
Total Parent Municipality		163 649	194 884	216 531	229 475	227 178	227 178	250 364	266 516	282 694
% increase	4		19.1%	11.1%	6.0%	(1.0%)		10.2%	6.5%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		163 649	194 884	216 531	229 475	227 178	227 178	250 364	266 516	282 694
% increase	4		19.1%	11.1%	6.0%	(1.0%)		10.2%	6.5%	6.1%
TOTAL MANAGERS AND STAFF	5	143 238	172 721	193 057	205 004	202 707	202 707	223 804	238 628	253 411

Limpopo: Makhado(LIM344) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		18 470	20 782	21 798	22 610	24 997	24 997	26 722	28 539	30 480
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		18 470	20 782	21 798	22 610	24 997	24 997	26 722	28 539	30 480
% increase	4		12.5%	4.9%	3.7%	10.6%		6.9%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		117 045	120 228	127 974	145 263	147 871	147 871	155 074	165 619	176 882
Pension and UIF Contributions		26 071	26 613	27 869	31 902	33 922	33 922	36 263	38 728	41 362
Medical Aid Contributions		9 661	10 442	11 682	12 093	14 537	14 537	15 540	16 597	17 726
Overtime		12 199	12 826	12 808	17 677	16 971	16 971	18 142	19 376	20 693
Performance Bonus		9 550	9 930	11 051	18 155	12 962	12 962	13 857	14 799	15 805
Motor Vehicle Allowance		6 865	6 931	8 446	9 357	10 183	10 183	10 886	11 626	12 417
Cellphone Allowance		485	751	945	1 036	1 278	1 278	1 366	1 459	1 558
Housing Allowances		219	233	231	258	389	389	415	444	474
Other benefits and allowances						2 370	2 370	2 534	2 706	2 890
Payments in lieu of leave		7 215	4 326	5 475	1 387	2 799	2 799	2 992	3 195	3 413
Long service awards		4 363	5 231	4 862	2 034	5 034	5 034	5 381	5 747	6 138
Post-retirement benefit obligations		1 039	1 199	1 398	2 016					
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Limpopo: Makhado-Thulamela(LIM345) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								25 049	26 702	28 464
Pension and UIF Contributions								2 000	2 132	2 273
Medical Aid Contributions										
Motor Vehicle Allowance								2 501	2 666	2 842
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								1 500	1 599	1 606
Sub Total - Councillors								31 049	33 099	35 184
% increase	4								6.6%	6.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								6 124	6 528	6 959
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								6 124	6 528	6 959
% increase	4								6.6%	6.6%
Other Municipal Staff										
Basic Salaries and Wages								60 913	64 933	69 219
Pension and UIF Contributions								14 464	15 419	16 436
Medical Aid Contributions								10 854	11 570	12 334
Overtime										
Performance Bonus								5 240	5 586	5 955
Motor Vehicle Allowance								7 292	7 773	8 286
Cellphone Allowance								914	975	1 039
Housing Allowances								2 100	2 239	2 386
Other benefits and allowances								1 190	1 269	1 352
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								102 967	109 763	117 007
% increase	4								6.6%	6.6%
Total Parent Municipality								140 141	149 390	159 151
% increase	4								6.6%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								140 141	149 390	159 151
% increase	4								6.6%	6.5%
TOTAL MANAGERS AND STAFF	5							109 091	116 291	123 966

Limpopo: Vhembe(DC34) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 629	11 307	12 399	10 299	8 438	9 969	7 474	7 997	8 461
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 370	2 113	2 113	2 226	2 382	2 520
Cellphone Allowance					578	484	484	518	554	586
Housing Allowances										
Other benefits and allowances								96	103	109
Sub Total - Councillors		10 629	11 307	12 399	13 247	11 034	12 566	10 313	11 035	11 675
% increase	4		6.4%	9.7%	6.8%	(16.7%)	13.9%	(17.9%)	7.0%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 519	1 132	1 152	1 221	1 294	1 294	1 106	1 172	1 242
Pension and UIF Contributions		229	259	24	25	27	27	243	258	273
Medical Aid Contributions										
Overtime										
Performance Bonus			186	98	104	110	110	92	98	104
Motor Vehicle Allowance		414	203	236	250	265	265	23	25	26
Cellphone Allowance			42	49	52	55	55	4	4	4
Housing Allowances		95	233	325	345	366	366	387	411	435
Other benefits and allowances		148	29	11	11	12	12	13	14	14
Payments in lieu of leave		137	205	25	27	29	29	30	32	34
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 542	2 288	1 920	2 035	2 158	2 158	1 899	2 013	2 133
% increase	4		(10.0%)	(16.1%)	6.0%	6.0%		(12.0%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		237 719	265 856	263 648	279 467	296 235	296 235	380 396	406 973	431 353
Pension and UIF Contributions		595	462	591	626	664	664	1 081	1 156	1 224
Medical Aid Contributions		17 662	8 643	9 449	10 016	10 617	10 617	10 995	11 764	12 446
Overtime		12 531	15 827	19 823	21 012	22 273	22 273	25 537	27 324	28 910
Performance Bonus		12 531	15 827	19 612	20 788	22 036	22 036			
Motor Vehicle Allowance		1 764	19 551	19 312	20 471	21 699	21 699	22 614	24 197	25 624
Cellphone Allowance								1 421	1 503	1 590
Housing Allowances		17 626	16 113	15 012	15 912	16 867	16 867	27 325	29 238	30 938
Other benefits and allowances		21	30	25	26	28	28	29	31	33
Payments in lieu of leave		13 687	9 857	959	1 016	1 077	1 077	1 142	1 210	1 283
Long service awards		2 373	556	3 800	4 028	4 270	4 270	4 526	4 797	5 085
Post-retirement benefit obligations		33 356	37 410	39 822	42 212	44 744	44 744	47 429	50 275	53 291
Sub Total - Other Municipal Staff		349 866	390 132	392 052	415 575	440 509	440 509	522 494	558 469	591 779
% increase	4		11.5%	0.5%	6.0%	6.0%		18.6%	6.9%	6.0%
Total Parent Municipality		363 036	403 727	406 371	430 857	453 701	455 233	534 706	571 517	605 587
% increase	4		11.2%	0.7%	6.0%	5.3%	0.3%	17.5%	6.9%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		363 036	403 727	406 371	430 857	453 701	455 233	534 706	571 517	605 587
% increase	4		11.2%	0.7%	6.0%	5.3%	0.3%	17.5%	6.9%	6.0%
TOTAL MANAGERS AND STAFF	5	352 408	392 420	393 972	417 610	442 667	442 667	524 393	560 482	593 912

Limpopo: Blouberg(LIM351) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 529	8 353	7 448	8 350	8 350	8 350	8 934	9 560	10 229
Pension and UIF Contributions		1 010	972	956	1 091	1 091	1 091	1 168	1 249	1 337
Medical Aid Contributions										
Motor Vehicle Allowance		1 527	1 656	2 738	2 889	2 889	2 889	3 091	3 307	3 539
Cellphone Allowance		529	653	997	985	985	985	1 054	1 127	1 206
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		10 595	11 633	12 139	13 315	13 315	13 315	14 247	15 244	16 311
% increase	4		9.8%	4.3%	9.7%			7.0%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 273	2 505	3 281	3 595	3 595	3 595	3 845	4 116	4 404
Pension and UIF Contributions		541	442	665	887	887	887	949	1 016	1 087
Medical Aid Contributions										
Overtime										
Performance Bonus		153	167		0	0	0	0	0	0
Motor Vehicle Allowance		998	1 158	1 347	1 208	1 208	1 208	1 293	1 384	1 480
Cellphone Allowance					150	150	150	161	172	184
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 965	4 272	5 294	5 842	5 842	5 842	6 248	6 688	7 156
% increase	4		7.7%	23.9%	10.4%			7.0%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		32 311	35 647	37 386	45 935	44 410	44 410	48 583	55 491	56 375
Pension and UIF Contributions		7 035	7 913	8 593	9 512	9 962	9 962	10 583	12 012	12 853
Medical Aid Contributions		1 502	1 832	2 314	2 653	2 978	2 978	3 188	3 295	3 526
Overtime		973	950	1 034	1 287	1 328	1 328	1 000	1 428	1 585
Performance Bonus					384			200	613	655
Motor Vehicle Allowance		6 295	8 604	8 047	9 103	10 083	10 083	10 789	9 513	11 603
Cellphone Allowance		1 143	1 213	1 432	1 410	1 625	1 625	1 739	1 762	1 885
Housing Allowances		136	112	273	538	331	331	354	385	412
Other benefits and allowances		4 717	5 681	5 469	7 476	7 222	7 222	11 691	12 437	14 797
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 112	61 951	64 548	78 298	77 939	77 939	88 127	96 936	103 691
% increase	4		14.5%	4.2%	21.3%	(0.5%)		13.1%	10.0%	7.0%
Total Parent Municipality		68 672	77 857	81 981	97 454	97 095	97 095	108 622	118 868	127 159
% increase	4		13.4%	5.3%	18.9%	(0.4%)		11.9%	9.4%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		68 672	77 857	81 981	97 454	97 095	97 095	108 622	118 868	127 159
% increase	4		13.4%	5.3%	18.9%	(0.4%)		11.9%	9.4%	7.0%
TOTAL MANAGERS AND STAFF	5	58 077	66 223	69 842	84 140	83 780	83 780	94 375	103 624	110 847

Limpopo: Molemole(LIM353) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 731	5 203	5 243	7 697	7 697	7 697	8 159	8 648	9 167
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 577	1 729	1 748	1 924	1 924	1 924	2 040	2 162	2 292
Cellphone Allowance		454	653	661	625	625	625	663	702	745
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 763	7 585	7 651	10 246	10 246	10 246	10 861	11 513	12 204
% increase	4		12.2%	0.9%	33.9%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 814	4 801	4 803	6 366	6 366	6 366	6 145	6 576	7 036
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 224	3 245	1 570				342	342	342
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 038	8 046	6 373	6 366	6 366	6 366	6 487	6 918	7 378
% increase	4		33.3%	(20.8%)	(0.1%)			1.9%	6.6%	6.7%
Other Municipal Staff										
Basic Salaries and Wages		21 674	24 517	31 093	34 869	34 869	34 869	37 614	39 969	42 282
Pension and UIF Contributions		4 678	5 044	6 567	7 854	7 758	7 758	8 522	9 073	9 616
Medical Aid Contributions		1 574	1 786	2 149	3 074	3 094	3 094	3 208	3 408	3 612
Overtime		348	422	654	681	922	922	977	1 047	1 109
Performance Bonus										
Motor Vehicle Allowance		1 046	2 699	3 079	3 845	3 748	3 748	3 884	4 121	4 367
Cellphone Allowance		727	687	746	1 004	1 141	1 141	1 195	1 267	1 343
Housing Allowances		158	130	49	125	105	105	144	153	162
Other benefits and allowances		5 915	2 611	5 062	7 699	7 827	7 827	9 367	9 937	10 374
Payments in lieu of leave		1 901	(796)	1 603	318	268	268	823	878	930
Long service awards		96	99	636	220	70	70	233	247	262
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		38 117	37 198	51 636	59 689	59 800	59 800	65 968	70 101	74 057
% increase	4		(2.4%)	38.8%	15.6%	0.2%		10.3%	6.3%	5.6%
Total Parent Municipality		50 917	52 829	65 660	76 302	76 413	76 413	83 316	88 531	93 638
% increase	4		3.8%	24.3%	16.2%	0.1%		9.0%	6.3%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		50 917	52 829	65 660	76 302	76 413	76 413	83 316	88 531	93 638
% increase	4		3.8%	24.3%	16.2%	0.1%		9.0%	6.3%	5.8%
TOTAL MANAGERS AND STAFF	5	44 154	45 244	58 009	66 055	66 166	66 166	72 455	77 018	81 435

Limpopo: Polokwane(LIM354) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 057	14 408	17 441	14 959	14 959	14 959	20 716	21 959	23 277
Pension and UIF Contributions		1 969	1 802	1 910	2 244	2 244	2 244	3 073	3 258	3 453
Medical Aid Contributions		1 261	1 181	1 252	444	444	444	638	676	717
Motor Vehicle Allowance		3 264	3 551	3 764	5 882	5 882	5 882	8 413	8 918	9 453
Cellphone Allowance		883	980	1 039	1 607	1 607	1 607	2 111	2 238	2 372
Housing Allowances										
Other benefits and allowances					274	274	274	375	397	421
Sub Total - Councillors		20 435	21 922	25 406	25 410	25 410	25 410	35 326	37 446	39 693
% increase	4		7.3%	15.9%				39.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 969	5 563	5 897	8 114	8 114	8 114	10 460	11 088	11 864
Pension and UIF Contributions		862	775	822	1 057	1 057	1 057	743	787	842
Medical Aid Contributions		126	147	156	189	189	189	174	185	198
Overtime					17 441					
Performance Bonus										
Motor Vehicle Allowance		1 175	1 034	1 096	1 260	1 260	1 260	780	827	885
Cellphone Allowance										
Housing Allowances		11								
Other benefits and allowances					390	390	390	271	287	307
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 142	7 519	7 970	28 451	11 011	11 011	12 428	13 173	14 095
% increase	4		5.3%	6.0%	257.0%	(61.3%)		12.9%	6.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		223 244	258 376	297 989	343 104	360 037	360 037	412 618	437 375	467 991
Pension and UIF Contributions		45 377	50 045	53 048	75 765	75 765	75 765	82 341	87 282	93 392
Medical Aid Contributions		16 994	18 581	19 696	16 018	16 018	16 018	23 345	24 746	26 478
Overtime		34 238	38 580	40 894	31 582	31 582	31 582	29 561	31 334	33 528
Performance Bonus										
Motor Vehicle Allowance		28 681	31 732	33 636	34 104	34 104	34 104	38 588	40 904	43 767
Cellphone Allowance										
Housing Allowances		3 810	2 503	2 653	3 794	3 794	3 794	6 286	6 663	7 129
Other benefits and allowances		26 606	28 650	30 369	31 553	31 533	31 533	38 898	41 232	44 118
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		378 950	428 467	478 285	535 921	552 834	552 834	631 637	669 535	716 402
% increase	4		13.1%	11.6%	12.1%	3.2%		14.3%	6.0%	7.0%
Total Parent Municipality		406 527	457 908	511 661	589 782	589 254	589 254	679 391	720 154	770 190
% increase	4		12.6%	11.7%	15.3%	(0.1%)		15.3%	6.0%	6.9%
Board Members of Entities										
Basic Salaries and Wages		1 026	1 016	1 126	1 189	1 409	1 409	1 596	1 676	1 760
Pension and UIF Contributions		115	81	98	232	305	305	292	307	322
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		1 141	1 097	1 224	1 422	1 714	1 714	1 888	1 983	2 082
% increase	4		(3.8%)	11.6%	16.1%	20.6%		10.1%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		750	799	914	931	931	931	1 015	1 076	1 140
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		750	799	914	931	931	931	1 015	1 076	1 140
% increase	4		6.6%	14.4%	1.9%			9.0%	6.0%	6.0%
Other Staff of Entities										
Basic Salaries and Wages		2 207	2 367	3 572	4 407	4 493	4 493	4 804	6 242	6 616
Pension and UIF Contributions		158	158	186	251	257	257	301	319	338
Medical Aid Contributions		126	191	203	375	402	402	375	397	421
Overtime					40	50	50	40	42	45
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances		90	90	90	108	110	110	108	114	121
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 580	2 806	4 051	5 181	5 311	5 311	5 627	7 115	7 542
% increase	4		8.7%	44.4%	27.9%	2.5%		6.0%	26.4%	6.0%
Total Municipal Entities		4 471	4 702	6 190	7 534	7 957	7 957	8 531	10 173	10 764
TOTAL SALARY, ALLOWANCES & BENEFITS		410 998	462 611	517 851	597 315	597 211	597 211	687 921	730 327	780 954
% increase	4		12.6%	11.9%	15.3%			15.2%	6.2%	6.9%
TOTAL MANAGERS AND STAFF	5	389 422	439 591	491 221	570 484	570 087	570 087	650 707	690 899	739 180

Limpopo: Lepelle-Nkumpi(LIM355) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		14 015	11 906	12 945	12 114	12 114	12 114	15 056	16 140	17 253
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			1 824	1 490	3 906	3 906	3 906	2 401	2 574	2 751
Cellphone Allowance			1 155	1 160	1 415	1 415	1 415	1 327	1 423	1 521
Housing Allowances										
Other benefits and allowances				200	699	699	699	721	773	827
Sub Total - Councillors		14 015	14 885	15 795	18 134	18 134	18 134	19 505	20 909	22 352
% increase	4		6.2%	6.1%	14.8%			7.6%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 391	4 805	5 994	5 892	5 937	5 937	6 617	7 093	7 582
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					485	485	485	806	864	924
Motor Vehicle Allowance										
Cellphone Allowance								74	80	85
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 391	4 805	5 994	6 377	6 422	6 422	7 497	8 037	8 592
% increase	4		41.7%	24.7%	6.4%	0.7%		16.7%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		31 442	37 997	41 598	54 007	60 039	60 039	55 938	55 462	54 972
Pension and UIF Contributions		7 183	7 833	8 339	10 095	10 095	10 095	10 755	11 529	12 325
Medical Aid Contributions		1 767	1 979	2 090	2 576	2 596	2 596	200	214	229
Overtime		852	1 231	1 387	1 205	1 378	1 378	1 454	1 559	1 667
Performance Bonus					485	485	485			
Motor Vehicle Allowance		2 391	2 691	3 389	4 019	4 049	4 049	5 386	5 774	6 172
Cellphone Allowance			47	356	435	540	540	382	376	371
Housing Allowances		157	162	158	284	603	603	28	30	32
Other benefits and allowances		4 225	2 909	3 687	7 794	4 558	4 558	5 414	5 803	6 204
Payments in lieu of leave		3 044	2 185	2 601	981	1 271	1 271	1 327	1 465	1 566
Long service awards			398	650	106	189	189	61	66	70
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		51 060	57 430	64 255	81 987	85 802	85 802	80 944	82 278	83 607
% increase	4		12.5%	11.9%	27.6%	4.7%		(5.7%)	1.6%	1.6%
Total Parent Municipality		68 465	77 121	86 044	106 498	110 359	110 359	107 947	111 224	114 551
% increase	4		12.6%	11.6%	23.8%	3.6%		(2.2%)	3.0%	3.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		68 465	77 121	86 044	106 498	110 359	110 359	107 947	111 224	114 551
% increase	4		12.6%	11.6%	23.8%	3.6%		(2.2%)	3.0%	3.0%
TOTAL MANAGERS AND STAFF	5	54 451	62 236	70 249	88 364	92 225	92 225	88 442	90 315	92 199

Limpopo: Capricorn(DC35) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 232	6 331	7 524	7 176	7 976	7 976	10 224	10 991	11 815
Pension and UIF Contributions		748	745	1 053	1 008	1 008	1 008	1 332	1 432	1 539
Medical Aid Contributions		240	47	58	72	72	72	70	75	81
Motor Vehicle Allowance		2 535	2 248	2 217	2 028	2 528	2 528	2 280	2 451	2 635
Cellphone Allowance		14	270	538	528					
Housing Allowances		325	25	15	48	48	48	15	16	17
Other benefits and allowances										
Sub Total - Councillors		9 094	9 666	11 405	10 860	11 632	11 632	13 921	14 965	16 087
% increase	4		6.3%	18.0%	(4.8%)	7.1%		19.7%	7.5%	7.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 562	5 714	5 473	6 687	6 687	6 687	7 088	7 513	7 964
Pension and UIF Contributions		657	548	799	977	977	977	1 035	1 097	1 163
Medical Aid Contributions		220	152	74	91	91	91	96	102	108
Overtime										
Performance Bonus		253	429	575	703	703	703	745	790	837
Motor Vehicle Allowance		1 134	1 179	1 294	1 581	1 581	1 581	1 676	1 776	1 883
Cellphone Allowance										
Housing Allowances			99	24	29	29	29	31	33	35
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 826	8 120	8 240	10 068	10 068	10 068	10 672	11 312	11 991
% increase	4		19.0%	1.5%	22.2%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		106 917	122 325	130 257	159 156	147 060	147 060	169 808	182 651	196 463
Pension and UIF Contributions		19 926	18 045	25 611	31 292	27 078	27 078	31 597	33 980	36 543
Medical Aid Contributions		7 510	3 595	9 462	11 561	10 161	10 161	16 634	17 884	19 225
Overtime		2 822	10 698	9 097	11 115	12 881	12 881	13 546	14 563	15 656
Performance Bonus		4 881	5 381	6 086	7 437	7 437	7 437	4 255	4 585	4 941
Motor Vehicle Allowance		20 565	16 674	14 649	17 899	16 527	16 527	18 478	19 892	21 410
Cellphone Allowance			135	1 487	1 817	112	112			
Housing Allowances		4 453	2 552	3 233	3 951	2 867	2 867	4 974	5 348	5 750
Other benefits and allowances		3 062	10 813	4 354	5 320	9 993	9 993	4 808	5 166	5 551
Payments in lieu of leave			1 590	2 046	2 500	1 100	1 100	1 184	1 273	1 368
Long service awards			352	491	600	2 000	2 000	2 152	2 313	2 486
Post-retirement benefit obligations			5 215	363	444	570	570	270	290	312
Sub Total - Other Municipal Staff		170 135	197 376	207 137	253 092	237 786	237 786	267 705	287 944	309 704
% increase	4		16.0%	4.9%	22.2%	(6.0%)		12.6%	7.6%	7.6%
Total Parent Municipality		186 055	215 162	226 781	274 020	259 486	259 486	292 298	314 221	337 782
% increase	4		15.6%	5.4%	20.8%	(5.3%)		12.6%	7.5%	7.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		186 055	215 162	226 781	274 020	259 486	259 486	292 298	314 221	337 782
% increase	4		15.6%	5.4%	20.8%	(5.3%)		12.6%	7.5%	7.5%
TOTAL MANAGERS AND STAFF	5	176 961	205 496	215 377	263 160	247 854	247 854	278 377	299 256	321 695

Limpopo: Thabazimbi(LIM361) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 098	3 542	4 051	4 952	4 952	4 952	4 662	4 656	4 969
Pension and UIF Contributions		252	592	719	668	668	668	540	683	730
Medical Aid Contributions		121	96	125	115	115	115	123	131	140
Motor Vehicle Allowance		1 537	1 411	1 356	1 526	1 526	1 526	1 433	1 765	1 905
Cellphone Allowance		303	414	514	327	327	327	349	373	398
Housing Allowances										
Other benefits and allowances		207	182	321	810	810	810	993	1 060	1 131
Sub Total - Councillors		6 516	6 237	7 086	8 399	8 399	8 399	8 100	8 667	9 273
% increase	4		(4.3%)	13.6%	18.5%			(3.6%)	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 608	5 708	5 208	7 034	7 034	7 034	4 468	6 117	6 546
Pension and UIF Contributions			646	421						
Medical Aid Contributions		21	261	321	32					
Overtime					25					
Performance Bonus										
Motor Vehicle Allowance		928	1 199	850	1 303	1 303	1 303	1 470	474	508
Cellphone Allowance		44	39	45	59					
Housing Allowances			5	14	15					
Other benefits and allowances		41	562							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 642	8 419	6 859	8 468	8 337	8 337	5 938	6 592	7 053
% increase	4		49.2%	(18.5%)	23.5%	(1.5%)		(28.8%)	11.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		43 917	60 401	60 241	54 330	54 330	54 330	66 803	71 345	75 659
Pension and UIF Contributions		10 222	9 765	9 958	11 825	11 825	11 825	12 259	13 092	13 982
Medical Aid Contributions		2 838	2 960	3 010	3 998	3 998	3 998	4 289	4 581	4 892
Overtime		2 701	5 736	4 024	4 903	4 903	4 903	5 576	2 752	2 939
Performance Bonus										
Motor Vehicle Allowance		3 456	5 383	5 654	7 094	7 094	7 094	8 346	6 730	7 188
Cellphone Allowance		240	234	321	547	547	547	507	542	579
Housing Allowances		49	63	84	190	190	190	149	159	170
Other benefits and allowances		4 256	11 696	4 242	9 106	9 106	9 106	10 659	11 384	12 158
Payments in lieu of leave		3 623								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		71 302	96 237	87 534	91 994	91 994	91 994	108 588	110 585	117 567
% increase	4		35.0%	(9.0%)	5.1%			18.0%	1.8%	6.3%
Total Parent Municipality		83 460	110 893	101 479	108 861	108 730	108 730	122 626	125 844	133 893
% increase	4		32.9%	(8.5%)	7.3%	(0.1%)		12.8%	2.6%	6.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		83 460	110 893	101 479	108 861	108 730	108 730	122 626	125 844	133 893
% increase	4		32.9%	(8.5%)	7.3%	(0.1%)		12.8%	2.6%	6.4%
TOTAL MANAGERS AND STAFF	5	76 944	104 656	94 393	100 461	100 331	100 331	114 526	117 177	124 620

Limpopo: Lephalale(LIM362) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 194			5 296	5 890	5 890	5 741	6 859	7 332
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 396			1 765	1 765	1 765	2 312	1 774	1 897
Cellphone Allowance		292			523	523	523	501	537	574
Housing Allowances										
Other benefits and allowances		6								
Sub Total - Councillors		5 888			7 584	8 178	8 178	8 554	9 170	9 803
% increase	4		(100.0%)			7.8%		4.6%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 340			5 799	4 064	4 064			
Pension and UIF Contributions		660			950	824	824			
Medical Aid Contributions		161			202	184	184			
Overtime		1								
Performance Bonus										
Motor Vehicle Allowance					889	666	666			
Cellphone Allowance		25			121	110	110			
Housing Allowances										
Other benefits and allowances		891			793	552	552			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 079			8 754	6 400	6 400			
% increase	4		(100.0%)			(26.9%)		(100.0%)		
Other Municipal Staff										
Basic Salaries and Wages		42 270			88 154	86 244	86 244			
Pension and UIF Contributions		9 163			19 701	19 205	19 205			
Medical Aid Contributions		2 392			5 837	5 853	5 853			
Overtime		6 584			4 285	7 040	7 040			
Performance Bonus										
Motor Vehicle Allowance		5 248			9 362	9 572	9 572			
Cellphone Allowance		432			974	964	964			
Housing Allowances		242			213	879	879			
Other benefits and allowances		10 491			11 052	11 216	11 216			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		76 822			139 577	140 972	140 972			
% increase	4		(100.0%)			1.0%		(100.0%)		
Total Parent Municipality		86 789			155 915	155 550	155 550	8 554	9 170	9 803
% increase	4		(100.0%)			(0.2%)		(94.5%)	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		86 789			155 915	155 550	155 550	8 554	9 170	9 803
% increase	4		(100.0%)			(0.2%)		(94.5%)	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	80 901			148 331	147 372	147 372			

Limpopo: Bela Bela(LIM366) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		89						3 694	3 953	4 229
Pension and UIF Contributions								786	842	900
Medical Aid Contributions								409	438	468
Motor Vehicle Allowance								1 119	1 198	1 281
Cellphone Allowance								386	413	442
Housing Allowances								242	258	276
Other benefits and allowances		3 988	5 801	5 968	6 269	6 269	6 269	72	77	82
Sub Total - Councillors		4 077	5 801	5 968	6 269	6 269	6 269	6 708	7 178	7 680
% increase	4		42.3%	2.9%	5.1%			7.0%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		57 128	53 155	54 538	69 267	65 955	66 055	61 071	63 744	67 569
Pension and UIF Contributions		180	1 048	12 077	12 802	13 570	14 384	15 247	16 162	17 132
Medical Aid Contributions		803	1 025	4 814	5 102	5 409	5 733	6 077	6 442	6 828
Overtime		3 561	4 522	5 157	5 467	5 795	6 142	6 511	6 902	7 316
Performance Bonus		64	2 704	3 657	6 161	6 161	6 161	6 531	6 922	7 338
Motor Vehicle Allowance		2 889	3 965	5 523	5 645	5 645	5 645	5 984	6 343	6 724
Cellphone Allowance			8 195	785	832	881	934	881	934	990
Housing Allowances			765	195	312	312	312	331	351	372
Other benefits and allowances										
Payments in lieu of leave			1 283	1 682	1 783	1 890	2 004	2 124	2 252	2 387
Long service awards		1 929								
Post-retirement benefit obligations			466	1 005	462	462	462			
Sub Total - Senior Managers of Municipality		66 555	77 128	89 433	107 833	106 080	107 833	104 758	110 052	116 655
% increase	4		15.9%	16.0%	20.6%	(1.6%)	1.7%	(2.9%)	5.1%	6.0%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		70 632	82 929	95 400	114 102	112 349	114 102	111 466	117 230	124 335
% increase	4		17.4%	15.0%	19.6%	(1.5%)	1.6%	(2.3%)	5.2%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 632	82 929	95 400	114 102	112 349	114 102	111 466	117 230	124 335
% increase	4		17.4%	15.0%	19.6%	(1.5%)	1.6%	(2.3%)	5.2%	6.1%
TOTAL MANAGERS AND STAFF	5	66 555	77 128	89 433	107 833	106 080	107 833	104 758	110 052	116 655

Limpopo: Mogalakwena(LIM367) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 094	11 959	11 017	11 794	11 794	11 794	12 830	13 622	14 296
Pension and UIF Contributions		1 335	1 612	1 361	1 769	1 769	1 769	1 925	2 043	2 144
Medical Aid Contributions		103								
Motor Vehicle Allowance		3 866	4 117	4 170	4 521	4 521	4 521	4 925	4 946	5 191
Cellphone Allowance		833	887	1 283	1 391	1 391	1 391	1 407	1 495	1 570
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 231	18 576	17 832	19 476	19 476	19 476	21 086	22 105	23 201
% increase	4		14.4%	(4.0%)	9.2%			8.3%	4.8%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 488	5 154	3 843	5 829	5 829	5 829	6 020	6 403	6 729
Pension and UIF Contributions		211	1 338	382	1 199	1 199	1 199	1 472	1 566	1 646
Medical Aid Contributions		53	332	98	519	519	519	300	300	300
Overtime										
Performance Bonus			345							
Motor Vehicle Allowance		299	1 016	358	944	944	944	944	944	944
Cellphone Allowance				28	59	59	59	59	63	66
Housing Allowances			25							
Other benefits and allowances		8	602	721	104	104	104	181	192	202
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 059	8 813	5 431	8 653	8 653	8 653	8 977	9 468	9 887
% increase	4		188.1%	(38.4%)	59.3%			3.7%	5.5%	4.4%
Other Municipal Staff										
Basic Salaries and Wages		84 756	98 881	95 809	125 527	132 849	132 849	140 663	149 507	157 051
Pension and UIF Contributions		18 935	23 212	23 074	28 911	30 414	30 414	33 715	35 857	37 685
Medical Aid Contributions		4 636	9 659	6 118	11 598	11 319	11 319	14 425	14 425	14 425
Overtime		19 874	17 204	23 399	13 167	13 475	13 475	12 970	13 796	14 500
Performance Bonus			(345)							
Motor Vehicle Allowance		11 266	14 004	12 516	19 295	20 511	20 511	22 450	23 860	25 062
Cellphone Allowance		2 169	2 932	2 515	3 142	3 204	3 204	3 876	4 122	4 332
Housing Allowances		243	831	219	378	475	475	3 595	3 595	3 595
Other benefits and allowances		10 441	14 053	15 474	16 939	18 380	18 380	19 529	20 033	20 590
Payments in lieu of leave		5 495	5 721	14 375	7 128	7 832	7 832	19 755	20 916	21 906
Long service awards										
Post-retirement benefit obligations		6 477	3 400		6 500	6 500	6 500			
Sub Total - Other Municipal Staff		164 293	189 553	193 500	232 585	244 960	244 960	270 978	286 111	299 146
% increase	4		15.4%	2.1%	20.2%	5.3%		10.6%	5.6%	4.6%
Total Parent Municipality		183 582	216 941	216 763	260 713	273 089	273 089	301 041	317 685	332 235
% increase	4		18.2%	(0.1%)	20.3%	4.7%		10.2%	5.5%	4.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		183 582	216 941	216 763	260 713	273 089	273 089	301 041	317 685	332 235
% increase	4		18.2%	(0.1%)	20.3%	4.7%		10.2%	5.5%	4.6%
TOTAL MANAGERS AND STAFF	5	167 351	198 365	198 931	241 237	253 613	253 613	279 955	295 579	309 034

Limpopo: Modimolle-Mookgopong(LIM368) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								7 719	8 311	8 895
Pension and UIF Contributions								654	693	734
Medical Aid Contributions								118	125	132
Motor Vehicle Allowance								1 550	1 643	1 742
Cellphone Allowance								398	422	447
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								10 438	11 194	11 950
% increase	4								7.2%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								8 188	10 383	11 225
Pension and UIF Contributions								1 111	963	1 031
Medical Aid Contributions								153	163	175
Overtime										
Performance Bonus										
Motor Vehicle Allowance								1 246	667	714
Cellphone Allowance								126	135	144
Housing Allowances										
Other benefits and allowances								97	66	70
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								10 921	12 377	13 358
% increase	4								13.3%	7.9%
Other Municipal Staff										
Basic Salaries and Wages								115 700	125 021	132 236
Pension and UIF Contributions								22 491	24 464	26 259
Medical Aid Contributions								7 373	7 818	8 397
Overtime								2 831	3 029	2 992
Performance Bonus										
Motor Vehicle Allowance								8 733	9 960	10 695
Cellphone Allowance								610	653	698
Housing Allowances								333	335	359
Other benefits and allowances								3 925	3 973	4 267
Payments in lieu of leave								1 513	1 610	1 710
Long service awards								120	131	142
Post-retirement benefit obligations								6 428	6 843	7 273
Sub Total - Other Municipal Staff								170 056	183 839	195 030
% increase	4								8.1%	6.1%
Total Parent Municipality								191 416	207 410	220 338
% increase	4								8.4%	6.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								191 416	207 410	220 338
% increase	4								8.4%	6.2%
TOTAL MANAGERS AND STAFF	5							180 977	196 216	208 388

Limpopo: Waterberg(DC36) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 518	3 820	339	4 311	4 311	3 829	4 661	4 996	5 341
Pension and UIF Contributions		428	461	41	522	522	462	559	599	641
Medical Aid Contributions		48	62	7	97	97	108	124	133	142
Motor Vehicle Allowance		1 157	1 255	109	1 420	1 420	1 206	1 517	1 626	1 738
Cellphone Allowance		217	301	25	321	321	269	350	375	401
Housing Allowances										
Other benefits and allowances		105	92	5	138	138	56	149	159	170
Sub Total - Councillors		5 473	5 992	527	6 808	6 808	5 929	7 359	7 889	8 433
% increase	4		9.5%	(91.2%)	1191.0%		(12.9%)	24.1%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		31 769	34 565	3 446	44 396	43 919	37 618	48 111	51 575	55 134
Pension and UIF Contributions		6 064	6 795	611	8 767	8 631	6 970	9 486	10 169	10 870
Medical Aid Contributions		2 115	2 364	227	3 198	3 173	2 481	3 524	3 778	4 039
Overtime		319	499	89	716	988	472	1 062	1 138	1 217
Performance Bonus		282	257		933	122		1 101	1 180	1 262
Motor Vehicle Allowance		5 247	5 989	512	7 107	7 107	5 786	8 174	8 762	9 367
Cellphone Allowance		373	368	32	485	491	343	516	553	591
Housing Allowances		182	185	62	314	2 312	656	2 520	2 702	2 888
Other benefits and allowances		1 420	4 219	51	3 740	3 775	542	4 251	4 524	4 800
Payments in lieu of leave		1 694	1 896	123	2 750	2 692	1 215	3 022	3 239	3 463
Long service awards		312	551		643	643		686	728	771
Post-retirement benefit obligations		1 094	922	63	1 288	1 344	676	1 531	1 641	1 754
Sub Total - Other Municipal Staff		50 871	58 611	5 216	74 336	75 197	56 759	83 982	89 988	96 154
% increase	4		15.2%	(91.1%)	1325.0%	1.2%	(24.5%)	48.0%	7.2%	6.9%
Total Parent Municipality		56 343	64 602	5 744	81 144	82 005	62 688	91 341	97 877	104 588
% increase	4		14.7%	(91.1%)	1312.7%	1.1%	(23.6%)	45.7%	7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 343	64 602	5 744	81 144	82 005	62 688	91 341	97 877	104 588
% increase	4		14.7%	(91.1%)	1312.7%	1.1%	(23.6%)	45.7%	7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	50 871	58 611	5 216	74 336	75 197	56 759	83 982	89 988	96 154

Limpopo: Ephraim Mogale(LIM471) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			5 833	6 217	6 803	6 803	6 803	7 212	7 644	8 103
Pension and UIF Contributions			1 022	1 146	1 728	1 728	1 728	1 832	1 942	2 058
Medical Aid Contributions										
Motor Vehicle Allowance			1 952	1 907	1 764	1 764	1 764	1 869	1 982	2 100
Cellphone Allowance					708	708	708	750	795	843
Housing Allowances										
Other benefits and allowances			1 073	1 073						
Sub Total - Councillors			9 880	10 343	11 003	11 003	11 003	11 663	12 363	13 105
% increase	4			4.7%	6.4%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			1 658	2 215	3 467	3 103	3 103	4 087	4 373	4 679
Pension and UIF Contributions			199	286	526	487	487	664	711	760
Medical Aid Contributions					166	145	145	125	134	143
Overtime										
Performance Bonus			71	67	222	204	204	247	264	282
Motor Vehicle Allowance			343	286	388	388	388	294	314	336
Cellphone Allowance					100	100	100	86	92	98
Housing Allowances										
Other benefits and allowances			393	315	1	1	1	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 664	3 169	4 870	4 427	4 427	5 503	5 888	6 301
% increase	4			19.0%	53.7%	(9.1%)		24.3%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages			28 000	29 622	40 223	38 163	38 163	42 947	45 483	48 168
Pension and UIF Contributions			6 066	6 372	8 894	8 317	8 317	9 626	10 197	10 801
Medical Aid Contributions			1 855	1 994	2 174	2 314	2 314	2 569	2 722	2 884
Overtime			1 057	1 389	1 631	1 571	1 571	1 688	1 789	1 897
Performance Bonus			3 842	3 610	3 291	3 131	3 131	3 428	3 631	3 846
Motor Vehicle Allowance			1 998	2 404	3 552	2 927	2 927	3 426	3 629	3 844
Cellphone Allowance					485	485	485	546	578	612
Housing Allowances			80	82	117	439	439	457	484	513
Other benefits and allowances			3 689	4 507	506	463	463	520	551	585
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			46 587	49 981	60 872	57 809	57 809	65 207	69 064	73 149
% increase	4			7.3%	21.8%	(5.0%)		12.8%	5.9%	5.9%
Total Parent Municipality			59 131	63 494	76 745	73 240	73 240	82 373	87 315	92 554
% increase	4			7.4%	20.9%	(4.6%)		12.5%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			59 131	63 494	76 745	73 240	73 240	82 373	87 315	92 554
% increase	4			7.4%	20.9%	(4.6%)		12.5%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5		49 251	53 150	65 742	62 237	62 237	70 710	74 952	79 449

Limpopo: Elias Motsoaledi(LIM472) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 474	10 270	12 196	3 548	10 624	10 624	13 424	14 257	15 098
Pension and UIF Contributions		107	953	1 047	1 408	1 188	1 188	1 080	1 147	1 215
Medical Aid Contributions		35	170	252	552	322	322	275	292	310
Motor Vehicle Allowance		3 208	3 840	4 030	3 932	3 872	3 872	4 000	4 248	4 499
Cellphone Allowance					1 554	1 652	1 652			
Housing Allowances										
Other benefits and allowances		7	0	381	7 550			128	136	144
Sub Total - Councillors		14 831	15 233	17 905	18 543	17 659	17 659	18 908	20 081	21 265
% increase	4		2.7%	17.5%	3.6%	(4.8%)		7.1%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 335	3 106	4 831	4 646	4 646	5 706	6 060	6 417
Pension and UIF Contributions				209	533	543	543	496	527	558
Medical Aid Contributions					175	122	122	86	92	97
Overtime										
Performance Bonus										
Motor Vehicle Allowance			827	566	1 381	1 391	1 391	793	843	892
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				54	510	200	200	71	75	80
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 162	3 936	7 430	6 902	6 902	7 153	7 596	8 044
% increase	4			(5.4%)	88.8%	(7.1%)		3.6%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		43 496	49 972	58 199	73 424	64 167	64 167	67 914	72 125	76 380
Pension and UIF Contributions		8 606	9 902	11 194	14 613	13 843	13 843	13 194	14 012	14 839
Medical Aid Contributions		2 493	2 621	2 949	4 616	4 378	4 378	3 869	4 109	4 352
Overtime		568	1 172	1 473	1 380	2 022	2 022	1 060	1 126	1 192
Performance Bonus										
Motor Vehicle Allowance		3 453	3 718	4 994	5 090	6 239	6 239	7 693	8 170	8 652
Cellphone Allowance		(0)								
Housing Allowances		43	67	95	157	201	201	158	168	178
Other benefits and allowances			699	9 713	7 949	7 628	7 628	6 458	6 858	7 263
Payments in lieu of leave			4 528	1 001	530	220	220	1 060	1 126	1 192
Long service awards		3 577			95	510	510	494	525	556
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		62 237	72 680	89 617	107 856	99 206	99 206	101 900	108 218	114 603
% increase	4		16.8%	23.3%	20.4%	(8.0%)		2.7%	6.2%	5.9%
Total Parent Municipality		77 068	92 075	111 458	133 829	123 768	123 768	127 962	135 895	143 913
% increase	4		19.5%	21.1%	20.1%	(7.5%)		3.4%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		77 068	92 075	111 458	133 829	123 768	123 768	127 962	135 895	143 913
% increase	4		19.5%	21.1%	20.1%	(7.5%)		3.4%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	62 237	76 842	93 553	115 286	106 109	106 109	109 053	115 814	122 648

Limpopo: Makhuduthamaga(LIM473) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 403	9 301	12 425	11 464	11 464	11 464	11 490	12 318	13 168
Pension and UIF Contributions		1 415	2 159	1 220	2 468	2 468	2 468	2 873	3 079	3 292
Medical Aid Contributions										
Motor Vehicle Allowance		4 446	3 777	2 623	4 317	4 317	4 317	4 788	5 132	5 486
Cellphone Allowance			1 452	1 021	1 660	1 660	1 660	1 400	1 501	1 605
Housing Allowances										
Other benefits and allowances		127		240				242	259	277
Sub Total - Councillors		15 391	16 688	17 529	19 909	19 909	19 909	20 792	22 289	23 827
% increase	4		8.4%	5.0%	13.6%			4.4%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 585	2 195	2 354	3 148	2 235	2 235	4 166	4 466	4 774
Pension and UIF Contributions		135	197	120	586	401	401	146	156	167
Medical Aid Contributions		112	105	181	215	173	173	233	250	267
Overtime										
Performance Bonus										
Motor Vehicle Allowance		188	626	434	1 481	889	889	1 246	1 336	1 428
Cellphone Allowance		79	89	55	133	91	91	177	190	203
Housing Allowances		259	347	225	209	126	126	525	563	602
Other benefits and allowances		155	156	354	77	56	56	107	114	122
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 513	3 714	3 722	5 849	3 970	3 970	6 601	7 076	7 564
% increase	4		47.8%	0.2%	57.1%	(32.1%)		66.3%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		17 546	20 849	23 260	35 210	29 175	29 175	32 756	34 289	36 655
Pension and UIF Contributions		3 569	4 691	5 310	7 029	6 175	6 175	7 206	7 725	8 258
Medical Aid Contributions		1 618	2 045	2 397	3 064	2 538	2 538	6 052	6 488	6 935
Overtime		190	179	256	268	268	268	2 717	2 913	3 114
Performance Bonus										
Motor Vehicle Allowance		4 692	5 277	6 071	7 907	7 200	7 200	8 398	9 002	9 624
Cellphone Allowance		749	894	1 008	1 339	1 194	1 194	1 371	1 470	1 571
Housing Allowances		1 053	1 498	1 865	2 245	1 857	1 857	2 940	3 152	3 369
Other benefits and allowances		1 302	1 909	2 970	2 991	2 578	2 578	3 477	3 728	3 985
Payments in lieu of leave		921	1 847		2 768	2 768	2 768			
Long service awards		1 096	834		1 250	1 250	1 250			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 736	40 024	43 137	64 072	55 003	55 003	64 917	68 766	73 511
% increase	4		22.3%	7.8%	48.5%	(14.2%)		18.0%	5.9%	6.9%
Total Parent Municipality		50 639	60 427	64 388	89 830	78 882	78 882	92 310	98 131	104 902
% increase	4		19.3%	6.6%	39.5%	(12.2%)		17.0%	6.3%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		50 639	60 427	64 388	89 830	78 882	78 882	92 310	98 131	104 902
% increase	4		19.3%	6.6%	39.5%	(12.2%)		17.0%	6.3%	6.9%
TOTAL MANAGERS AND STAFF	5	35 248	43 739	46 859	69 921	58 973	58 973	71 518	75 842	81 075

Limpopo: Fetakgomo-Greater Tubatse(LIM476) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								29 028	30 948	33 276
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								29 028	30 948	33 276
% increase	4								6.6%	7.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 258	2 438	2 577
Pension and UIF Contributions								629	669	740
Medical Aid Contributions										
Overtime										
Performance Bonus								43	46	49
Motor Vehicle Allowance								408	434	465
Cellphone Allowance								49	52	56
Housing Allowances										
Other benefits and allowances								1 589	1 693	1 824
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								4 976	5 333	5 710
% increase	4								7.2%	7.1%
Other Municipal Staff										
Basic Salaries and Wages								87 022	93 329	100 244
Pension and UIF Contributions								21 230	22 774	0
Medical Aid Contributions								7 087	7 605	8 154
Overtime								2 341	2 489	2 645
Performance Bonus								578	617	659
Motor Vehicle Allowance								14 843	15 916	17 058
Cellphone Allowance								3 935	4 227	4 532
Housing Allowances								482	532	571
Other benefits and allowances								12 207	13 046	13 951
Payments in lieu of leave								5 642	4 365	4 682
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								155 366	164 900	152 496
% increase	4								6.1%	(7.5%)
Total Parent Municipality								189 371	201 181	191 482
% increase	4								6.2%	(4.8%)
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								189 371	201 181	191 482
% increase	4								6.2%	(4.8%)
TOTAL MANAGERS AND STAFF	5							160 343	170 233	158 206

Limpopo: Sekhukhune(DC47) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 008	10 604	10 601	5 253	8 253	8 253	8 831	9 502	10 225
Pension and UIF Contributions					654	434	434	761	819	881
Medical Aid Contributions					141	191	191	204	220	237
Motor Vehicle Allowance					3 809	4 609	4 609	4 932	5 307	5 710
Cellphone Allowance					461	711	711	464	500	538
Housing Allowances										
Other benefits and allowances					844	81	81	86	93	100
Sub Total - Councillors		10 008	10 604	10 601	11 162	14 279	14 279	15 279	16 440	17 689
% increase	4		6.0%		5.3%	27.9%		7.0%	7.6%	7.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 677	7 657	8 395	11 545	11 545	11 545	7 233	7 782	8 374
Pension and UIF Contributions								776	835	899
Medical Aid Contributions								66	71	76
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								135	145	156
Housing Allowances								552	594	639
Other benefits and allowances								1 051	3 865	4 159
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 677	7 657	8 395	11 545	11 545	11 545	9 812	13 292	14 302
% increase	4		(0.3%)	9.6%	37.5%			(15.0%)	35.5%	7.6%
Other Municipal Staff										
Basic Salaries and Wages		144 675	133 017	168 291	191 220	173 647	173 647	190 761	199 923	215 118
Pension and UIF Contributions		27 926	21 562	25 189	25 415	26 516	26 516	28 372	30 804	33 146
Medical Aid Contributions			7 410	8 706	9 228	10 054	10 054	10 758	11 676	12 563
Overtime		12 032	16 113	11 482	12 171	14 754	14 754	8 857	9 530	10 254
Performance Bonus										
Motor Vehicle Allowance		19 979	30 879	23 373	24 775	22 875	22 875	21 699	23 348	25 122
Cellphone Allowance		1 235		1 747	1 852	1 541	1 541	1 649	1 794	1 931
Housing Allowances			3 401	4 243	2 803	3 956	3 956	4 233	4 585	4 934
Other benefits and allowances		1 673	17 508	6 412	6 213	6 336	6 336	6 779	7 295	7 849
Payments in lieu of leave				10 306	12 211	13 906	13 906	14 879	16 010	17 227
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		207 520	229 890	259 749	285 888	273 585	273 585	287 987	304 966	328 143
% increase	4		10.8%	13.0%	10.1%	(4.3%)		5.3%	5.9%	7.6%
Total Parent Municipality		225 205	248 151	278 745	308 596	299 409	299 409	313 078	334 698	360 135
% increase	4		10.2%	12.3%	10.7%	(3.0%)		4.6%	6.9%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								150	161	174
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								150	161	174
% increase	4								7.6%	7.6%
Senior Managers of Entities										
Basic Salaries and Wages								1 021	1 098	1 182
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								22	23	25
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								1 042	1 121	1 207
% increase	4								7.6%	7.6%
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions								1 356	1 451	1 552
Medical Aid Contributions								177	189	202
Overtime								36	38	41
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								1 568	1 678	1 795
% increase	4								7.0%	7.0%
Total Municipal Entities								2 760	2 961	3 176
TOTAL SALARY, ALLOWANCES & BENEFITS		225 205	248 151	278 745	308 596	299 409	299 409	315 838	337 658	363 310
% increase	4		10.2%	12.3%	10.7%	(3.0%)		5.5%	6.9%	7.6%
TOTAL MANAGERS AND STAFF	5	215 197	237 547	268 144	297 433	285 130	285 130	300 409	321 057	345 447

Mpumalanga: Albert Luthuli(MP301) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 672	7 801	8 302	9 333	8 366	8 366	9 898	10 492	11 122
Pension and UIF Contributions		1 317	1 109	1 135	1 598	1 598	1 598	1 710	1 813	1 921
Medical Aid Contributions			247	287	216	216	216	231	245	259
Motor Vehicle Allowance		2 958	3 063	3 266	4 157	4 157	4 157	3 266	3 462	3 670
Cellphone Allowance		637	1 021	1 021	1 055	1 055	1 055	1 023	1 084	1 149
Housing Allowances										
Other benefits and allowances			110	101						
Sub Total - Councillors		12 584	13 350	14 112	16 358	15 391	15 391	16 128	17 096	18 121
% increase	4		6.1%	5.7%	15.9%	(5.9%)		4.8%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 467	4 705	5 795	4 454	4 454	4 454	4 765	5 051	5 354
Pension and UIF Contributions		480	751	765	1 379	1 379	1 379	1 475	1 564	1 657
Medical Aid Contributions		145		320	298	298	298	319	338	358
Overtime										
Performance Bonus										
Motor Vehicle Allowance		685	683	687	985	985	985	1 054	1 117	1 184
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			51							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 778	6 190	7 567	7 115	7 115	7 115	7 613	8 069	8 554
% increase	4		(8.7%)	22.3%	(6.0%)			7.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		52 608	64 040	76 255	69 971	78 956	78 956	84 028	89 070	94 414
Pension and UIF Contributions		10 818	13 601	12 801	12 001	14 247	14 247	15 159	16 069	17 033
Medical Aid Contributions		3 869	5 530	5 030	3 416	4 505	4 505	6 320	6 699	7 101
Overtime		4 864	5 506	6 190	3 357	3 516	3 516	2 217	2 350	2 491
Performance Bonus										
Motor Vehicle Allowance		3 811	4 690	6 435	5 061	6 857	6 857	7 295	7 732	8 196
Cellphone Allowance										
Housing Allowances		671	720	796	625	1 139	1 139	1 212	1 285	1 362
Other benefits and allowances		16 306	1 200	1 251	3 024	1 383	1 383	1 472	1 560	1 654
Payments in lieu of leave		1 856	1 778	490	6 330	6 478	6 478	6 896	7 310	7 748
Long service awards										
Post-retirement benefit obligations		1 184	2 653	315						
Sub Total - Other Municipal Staff		95 987	99 719	109 564	103 784	117 080	117 080	124 599	132 075	140 000
% increase	4		3.9%	9.9%	(5.3%)	12.8%		6.4%	6.0%	6.0%
Total Parent Municipality		115 349	119 258	131 243	127 257	139 586	139 586	148 340	157 240	166 675
% increase	4		3.4%	10.0%	(3.0%)	9.7%		6.3%	6.0%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		115 349	119 258	131 243	127 257	139 586	139 586	148 340	157 240	166 675
% increase	4		3.4%	10.0%	(3.0%)	9.7%		6.3%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	102 765	105 909	117 131	110 898	124 195	124 195	132 212	140 144	148 553

Mpumalanga: Msukaligwa(MP302) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 241	9 957	10 701	11 498	11 498	11 498	12 105	12 855	13 652
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		503	771	928	896	896	896	986	1 047	1 112
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 744	10 728	11 628	12 394	12 394	12 394	13 090	13 902	14 764
% increase	4		10.1%	8.4%	6.6%			5.6%	6.2%	6.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 050	3 865	4 314	6 697	6 697	6 697	7 370	7 827	8 313
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 050	3 865	4 314	6 697	6 697	6 697	7 370	7 827	8 313
% increase	4		26.7%	11.6%	55.2%			10.1%	6.2%	6.2%
Other Municipal Staff										
Basic Salaries and Wages		75 917	81 152	88 505	95 662	95 662	95 662	103 853	110 292	117 130
Pension and UIF Contributions		15 478	16 781	17 833	19 282	19 282	19 282	19 444	20 649	21 929
Medical Aid Contributions		7 488	8 234	8 934	8 431	8 431	8 431	10 287	10 925	11 603
Overtime		11 700	13 373	13 017	12 942	12 942	12 942	12 421	13 192	14 009
Performance Bonus										
Motor Vehicle Allowance		3 992	4 261	5 187	3 921	3 921	3 921	5 764	6 122	6 501
Cellphone Allowance		65	60	67	71	71	71	63	67	71
Housing Allowances										
Other benefits and allowances		6 343	7 542	9 566	7 732	7 732	7 732	10 944	11 623	12 343
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		120 982	131 404	143 109	148 041	148 041	148 041	162 776	172 869	183 587
% increase	4		8.6%	8.9%	3.4%			10.0%	6.2%	6.2%
Total Parent Municipality		133 776	145 996	159 051	167 132	167 132	167 132	183 237	194 598	206 663
% increase	4		9.1%	8.9%	5.1%			9.6%	6.2%	6.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		133 776	145 996	159 051	167 132	167 132	167 132	183 237	194 598	206 663
% increase	4		9.1%	8.9%	5.1%			9.6%	6.2%	6.2%
TOTAL MANAGERS AND STAFF	5	124 032	135 269	147 422	154 738	154 738	154 738	170 147	180 696	191 899

Mpumalanga: Mkhondo(MP303) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			7 319	8 056	6 459	7 786	7 786	8 707	8 975	9 442
Pension and UIF Contributions			729	729	811	978	978	1 040	1 115	1 192
Medical Aid Contributions			170	170	142	172	172	172	184	197
Motor Vehicle Allowance					2 451	2 955	2 955	3 169	3 330	3 560
Cellphone Allowance			794	794	820	989	989	1 005	1 078	1 152
Housing Allowances			466	466	515	620	620	560	601	642
Other benefits and allowances			2 625	2 625						
Sub Total - Councillors			12 104	12 840	11 198	13 500	13 500	14 653	15 283	16 185
% increase	4			6.1%	(12.8%)	20.6%		8.5%	4.3%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			9 123	16 507	11 125	11 496	11 496	11 731	13 114	14 043
Pension and UIF Contributions			1 858	1 858	1 596	1 649	1 649	2 015	2 161	2 310
Medical Aid Contributions			435	435	650	671	671	741	794	849
Overtime										
Performance Bonus								965	1 034	1 106
Motor Vehicle Allowance					2 019	2 087	2 087	2 320	2 487	2 659
Cellphone Allowance			30	30						
Housing Allowances			1 015	1 015	838	866	866	1 285	1 377	1 472
Other benefits and allowances			5 821	5 821	1 600	1 653	1 653	3 043	3 263	3 488
Payments in lieu of leave			513	513						
Long service awards			90	90						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			18 885	26 269	17 829	18 422	18 422	22 100	24 230	25 926
% increase	4			39.1%	(32.1%)	3.3%		20.0%	9.6%	7.0%
Other Municipal Staff										
Basic Salaries and Wages			53 241	60 813	72 453	74 864	74 864	76 583	84 106	90 209
Pension and UIF Contributions			10 365	10 365	12 174	12 579	12 579	14 327	15 358	16 618
Medical Aid Contributions			2 495	2 495	3 216	3 323	3 323	3 637	3 899	4 368
Overtime			6 194	6 194	3 568	3 686	3 686	5 543	5 942	6 441
Performance Bonus										
Motor Vehicle Allowance					448	463	463	745	799	854
Cellphone Allowance										
Housing Allowances					61	63	63	1 225	1 313	1 603
Other benefits and allowances			4 750	4 750	3 983	4 115	4 115	8 580	9 198	9 832
Payments in lieu of leave			1 411	1 411						
Long service awards			235	235						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			78 691	86 263	95 903	99 094	99 094	110 638	120 613	129 925
% increase	4			9.6%	11.2%	3.3%		11.7%	9.0%	7.7%
Total Parent Municipality			109 680	125 373	124 930	131 016	131 016	147 392	160 127	172 037
% increase	4			14.3%	(0.4%)	4.9%		12.5%	8.6%	7.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			109 680	125 373	124 930	131 016	131 016	147 392	160 127	172 037
% increase	4			14.3%	(0.4%)	4.9%		12.5%	8.6%	7.4%
TOTAL MANAGERS AND STAFF	5		97 576	112 532	113 732	117 516	117 516	132 739	144 844	155 852

Mpumalanga: Pixley Ka Seme (MP)(MP304) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 052	5 246	5 209	4 603	4 603	4 603	5 524	5 855	6 207
Pension and UIF Contributions		470	578	686	812	812	812	756	762	811
Medical Aid Contributions		219	206	425	156	156	156	173	183	193
Motor Vehicle Allowance		345	488	631	1 805	1 805	1 805	595	672	711
Cellphone Allowance					209	209	209	539	570	603
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 086	6 517	6 950	7 586	7 586	7 586	7 587	8 042	8 525
% increase	4		7.1%	6.6%	9.1%				6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 274	3 187	4 212	4 644	4 644	4 644	3 799	4 034	4 272
Pension and UIF Contributions		206	216	227	250	250	250	862	916	970
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		270	283	298	331	331	331	666	707	749
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 749	3 686	4 736	5 224	5 224	5 224	5 327	5 657	5 991
% increase	4		34.1%	28.5%	10.3%			2.0%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		37 388	38 206	53 799	50 231	51 031	51 031	51 031	53 949	57 737
Pension and UIF Contributions		8 685	10 170	10 785	10 799	10 799	10 799	10 799	11 557	12 354
Medical Aid Contributions		2 611	2 742	3 161	3 319	3 319	3 319	3 319	3 993	4 265
Overtime		3 612	2 985	3 787	3 726	3 726	3 726	2 642	3 053	3 264
Performance Bonus										
Motor Vehicle Allowance		1 839	1 840	1 932	1 520	1 520	1 520	1 520	2 343	2 502
Cellphone Allowance										
Housing Allowances		182	210	220	204	211	211	211	338	361
Other benefits and allowances		610		898	3 894	3 894	3 894	1 894	726	776
Payments in lieu of leave					373	373	373	373	1 051	1 123
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 928	56 152	74 581	74 065	74 872	74 872	71 789	77 011	82 381
% increase	4		2.2%	32.8%	(0.7%)	1.1%		(4.1%)	7.3%	7.0%
Total Parent Municipality		63 763	66 356	86 267	86 875	87 682	87 682	84 702	90 710	96 896
% increase	4		4.1%	30.0%	0.7%	0.9%		(3.4%)	7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 763	66 356	86 267	86 875	87 682	87 682	84 702	90 710	96 896
% increase	4		4.1%	30.0%	0.7%	0.9%		(3.4%)	7.1%	6.8%
TOTAL MANAGERS AND STAFF	5	57 677	59 839	79 317	79 289	80 096	80 096	77 115	82 668	88 372

Mpumalanga: Lekwa(MP305) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 079	5 424	6 858				6 700	7 035	7 387
Pension and UIF Contributions		949	1 008	1 029				980	1 029	1 080
Medical Aid Contributions		313	323					240	252	265
Motor Vehicle Allowance		2 107	2 192	2 407				1 640	1 722	1 808
Cellphone Allowance		480	831	669				448	470	494
Housing Allowances										
Other benefits and allowances		439	205	173				85	89	94
Sub Total - Councillors		9 367	9 983	11 136				10 093	10 598	11 128
% increase	4		6.6%	11.5%	(100.0%)				5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 741	3 752	5 876				4 653	4 941	5 233
Pension and UIF Contributions		816		13				847	899	952
Medical Aid Contributions				162				250	266	281
Overtime										
Performance Bonus										
Motor Vehicle Allowance								160	170	180
Cellphone Allowance		107		60				14	15	16
Housing Allowances								105	112	118
Other benefits and allowances				49				109	116	122
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 664	3 752	6 160				6 138	6 518	6 903
% increase	4		2.4%	64.2%	(100.0%)				6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		72 469	70 918		85 717	87 110	85 717	85 418	95 656	101 299
Pension and UIF Contributions		13 972	15 135		16 045	15 793	16 045	16 069	17 965	19 024
Medical Aid Contributions		6 631	7 263		7 647	5 147	7 647	7 848	8 600	9 107
Overtime		13 993	15 903		12 898	10 681	12 898	13 611	14 455	15 308
Performance Bonus										
Motor Vehicle Allowance		3 586	3 208		3 600	2 745	3 600	3 688	4 087	4 328
Cellphone Allowance			737		731		731	822	888	940
Housing Allowances			362		777	726	777	779	939	994
Other benefits and allowances		2 892	3 848		5 910	2 356	5 910	6 165	6 663	7 056
Payments in lieu of leave					727	679	727	831	883	935
Long service awards		520	873		833	778	833	943	1 002	1 061
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		114 063	118 247		134 884	126 015	134 884	136 176	151 137	160 054
% increase	4		3.7%	(100.0%)		(6.6%)	7.0%	1.0%	11.0%	5.9%
Total Parent Municipality		127 094	131 982	17 296	134 884	126 015	134 884	152 407	168 253	178 085
% increase	4		3.8%	(86.9%)	679.9%	(6.6%)	7.0%	13.0%	10.4%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		127 094	131 982	17 296	134 884	126 015	134 884	152 407	168 253	178 085
% increase	4		3.8%	(86.9%)	679.9%	(6.6%)	7.0%	13.0%	10.4%	5.8%
TOTAL MANAGERS AND STAFF	5	117 727	121 999	6 160	134 884	126 015	134 884	142 314	157 655	166 957

Mpumalanga: Dipaleseng(MP306) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 497	3 497	3 672	3 874	4 129	4 129	4 129	4 336	4 336
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		199	199	250	264	278	278	278	292	292
Housing Allowances										
Other benefits and allowances		830	830	1 001	1 282	699	699	699	734	1 002
Sub Total - Councillors		4 525	4 525	4 923	5 419	5 107	5 107	5 107	5 362	5 630
% increase	4			8.8%	10.1%	(5.8%)			5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 010	4 770	5 094	5 331	5 331	5 331	5 707	6 049	6 412
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 010	4 770	5 094	5 331	5 331	5 331	5 707	6 049	6 412
% increase	4		372.4%	6.8%	4.7%			7.1%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		22 653	31 646	31 456	30 733	27 613	27 613	29 943	32 467	35 983
Pension and UIF Contributions		4 080	4 345	4 640	4 863	4 838	4 838	5 089	5 331	5 651
Medical Aid Contributions		1 016	1 082	1 155	1 467	1 467	1 467	1 535	1 609	1 705
Overtime		2 481	2 642	1 759	2 956	2 956	2 956	2 843	3 241	3 436
Performance Bonus										
Motor Vehicle Allowance		743	791	845	885	885	885	926	971	1 029
Cellphone Allowance										
Housing Allowances		59	63	67	70	50	50	73	77	81
Other benefits and allowances		863	1 025	1 095	1 147	1 147	1 147	1 200	1 258	1 333
Payments in lieu of leave		737	784	838	2 934	934	934	1 071	1 522	1 614
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 630	42 377	41 854	45 056	39 891	39 891	42 681	46 476	50 832
% increase	4		29.9%	(1.2%)	7.7%	(11.5%)		7.0%	8.9%	9.4%
Total Parent Municipality		38 165	51 673	51 871	55 806	50 329	50 329	53 495	57 888	62 875
% increase	4		35.4%	0.4%	7.6%	(9.8%)		6.3%	8.2%	8.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions								(0)		
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								(0)		
% increase	4								(100.0%)	
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities								(0)		
TOTAL SALARY, ALLOWANCES & BENEFITS		38 165	51 673	51 871	55 806	50 329	50 329	53 495	57 888	62 875
% increase	4		35.4%	0.4%	7.6%	(9.8%)		6.3%	8.2%	8.6%
TOTAL MANAGERS AND STAFF	5	33 639	47 147	46 948	50 387	45 222	45 222	48 388	52 525	57 245

Mpumalanga: Govan Mbeki(MP307) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		15 550	16 293	17 352	19 675	19 675	21 038	21 038	22 301	23 639
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 550	16 293	17 352	19 675	19 675	21 038	21 038	22 301	23 639
% increase	4		4.8%	6.5%	13.4%		6.9%		6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		235 133	255 787	283 393	314 683	328 903	348 227	348 227	372 798	395 166
Pension and UIF Contributions		4 317	4 765	5 366	5 402	5 609	5 967	5 967	6 362	6 744
Medical Aid Contributions		16 418	19 205	22 237	29 186	29 429	31 430	31 430	33 357	35 358
Overtime		18 951	20 953	19 848	10 498	12 699	12 849	12 849	14 393	15 257
Performance Bonus		13 453	14 298	19 370	17 814	18 578	19 667	19 667	21 058	22 321
Motor Vehicle Allowance		13 773	15 667	16 156	14 601	14 894	15 767	15 767	16 881	17 894
Cellphone Allowance		94	100	112	129	130	139	139	147	156
Housing Allowances		13	11	6	7	6	7	7	7	8
Other benefits and allowances										
Payments in lieu of leave		4 862	1 433	3 287	4 798	4 496	4 964	4 964	5 315	5 634
Long service awards		3 546	3 275	3 142						
Post-retirement benefit obligations		5 221	7 164	9 991	10 380	8 823	9 340	9 340	10 001	10 601
Sub Total - Other Municipal Staff		315 782	342 659	382 907	407 497	423 566	448 356	448 356	480 318	509 138
% increase	4		8.5%	11.7%	6.4%	3.9%	5.9%		7.1%	6.0%
Total Parent Municipality		331 332	358 951	400 259	427 172	443 241	469 394	469 394	502 619	532 776
% increase	4		8.3%	11.5%	6.7%	3.8%	5.9%		7.1%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Mpumalanga: Gert Sibande(DC30) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages				6 553	8 772	7 591	7 591	8 478	8 902	9 351
Pension and UIF Contributions				869	1 174	1 209	1 098	1 098	1 164	1 234
Medical Aid Contributions				163	240	206	206	188	200	212
Motor Vehicle Allowance				2 528	3 325	2 850	2 850	3 129	3 317	3 516
Cellphone Allowance				354	528	480	480	480	509	539
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors				10 469	14 039	12 336	12 225	13 374	14 091	14 852
% increase	4				34.1%	(12.1%)	(0.9%)	9.4%	5.4%	5.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 695	5 108	5 232	5 946	5 566	5 566	6 116	6 483	6 872
Pension and UIF Contributions		554	745	756	752	620	620	626	663	703
Medical Aid Contributions					183	188	188	169	179	190
Overtime										
Performance Bonus		254	53		721	721	721	721	764	810
Motor Vehicle Allowance		764	972	756	1 085	1 085	1 085	1 035	1 097	1 163
Cellphone Allowance					90	90	90	90	95	101
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 267	6 877	6 743	8 776	8 269	8 269	8 756	9 281	9 838
% increase	4		30.6%	(1.9%)	30.1%	(5.8%)		5.9%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		43 675	50 834	55 404	65 178	65 316	65 316	76 921	81 536	86 428
Pension and UIF Contributions		6 493	10 109	11 125	15 191	14 813	14 813	17 358	18 399	19 503
Medical Aid Contributions		1 798	2 814	3 526	3 946	4 398	4 398	5 274	5 590	5 926
Overtime		147	922	1 353	1 117	1 361	1 361	1 462	1 550	1 643
Performance Bonus										
Motor Vehicle Allowance		4 106	7 620	8 195	8 637	9 986	9 986	10 389	11 013	11 673
Cellphone Allowance										
Housing Allowances		201	318	477	468	666	666	754	800	848
Other benefits and allowances		6	255	374	240	240	240	250	265	281
Payments in lieu of leave		4 252	3 686	7 989	7 531	7 253	7 253	8 124	8 611	9 128
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		60 678	76 558	88 443	102 308	104 033	104 033	120 532	127 764	135 429
% increase	4		26.2%	15.5%	15.7%	1.7%		15.9%	6.0%	6.0%
Total Parent Municipality		65 945	83 435	105 655	125 124	124 637	124 527	142 661	151 136	160 120
% increase	4		26.5%	26.6%	18.4%	(0.4%)	(0.1%)	14.6%	5.9%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		65 945	83 435	105 655	125 124	124 637	124 527	142 661	151 136	160 120
% increase	4		26.5%	26.6%	18.4%	(0.4%)	(0.1%)	14.6%	5.9%	5.9%
TOTAL MANAGERS AND STAFF	5	65 945	83 435	95 186	111 084	112 302	112 302	129 288	137 045	145 268

Mpumalanga: Victor Khanye(MP311) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 854	3 220	3 220	73 650	73 650	73 650	4 494	4 773	5 055
Pension and UIF Contributions		441	480	480	14 026	14 026	14 026			
Medical Aid Contributions		88	137	137	4 225	4 225	4 225			
Motor Vehicle Allowance		1 202	1 288	1 288	4 503	4 503	4 503	1 312	1 393	1 475
Cellphone Allowance		245	313	313	446	446	446	378	402	425
Housing Allowances										
Other benefits and allowances								65	69	73
Sub Total - Councillors		4 829	5 438	5 438	96 850	96 850	96 850	6 249	6 637	7 028
% increase	4		12.6%		1680.9%			(93.5%)	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 671	3 749	3 749	5 696	5 696	5 696	6 095	6 473	6 855
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					465	465	465	476	505	535
Motor Vehicle Allowance		533	630	630						
Cellphone Allowance										
Housing Allowances			60	60						
Other benefits and allowances										
Payments in lieu of leave			560	560						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 204	4 999	4 999	6 161	6 161	6 161	6 571	6 978	7 390
% increase	4		56.0%		23.2%			6.7%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		66 346	68 848	78 570	94 704	94 520	94 520	93 673	100 417	106 342
Pension and UIF Contributions		322	7 243	7 532	1 736	1 736	1 736	15 799	16 937	17 936
Medical Aid Contributions		2 503	3 137	3 604	4 225	4 225	4 225	4 412	4 730	5 009
Overtime		3 747	4 696	5 436	6 247	6 247	6 247	4 732	5 073	5 372
Performance Bonus		2 072	3 424	3 802	4 991	4 991	4 991	377	404	428
Motor Vehicle Allowance		5 709	6 375	7 258	6 571	6 571	6 571	4 923	5 277	5 589
Cellphone Allowance										
Housing Allowances		536	468	433	151	151	151	692	742	786
Other benefits and allowances								6 009	6 441	6 821
Payments in lieu of leave										
Long service awards		695	512	577	500	500	500	5 958	6 387	6 764
Post-retirement benefit obligations		1 651	1 124	2 670						
Sub Total - Other Municipal Staff		83 581	95 828	109 882	119 125	118 941	118 941	136 576	146 409	155 047
% increase	4		14.7%	14.7%	8.4%	(0.2%)		14.8%	7.2%	5.9%
Total Parent Municipality		91 615	106 265	120 319	222 135	221 951	221 951	149 396	160 024	169 465
% increase	4		16.0%	13.2%	84.6%	(0.1%)		(32.7%)	7.1%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		91 615	106 265	120 319	222 135	221 951	221 951	149 396	160 024	169 465
% increase	4		16.0%	13.2%	84.6%	(0.1%)		(32.7%)	7.1%	5.9%
TOTAL MANAGERS AND STAFF	5	86 785	100 827	114 881	125 286	125 102	125 102	143 146	153 387	162 437

Mpumalanga: Emalahleni (Mp)(MP312) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 648			13 053	13 053	13 053	16 017	17 619	19 381
Pension and UIF Contributions		1 461			1 790	1 790	1 790	2 392	2 632	2 895
Medical Aid Contributions		475			581	581	581	711	783	861
Motor Vehicle Allowance		4 052			4 963	4 963	4 963	6 293	6 922	7 615
Cellphone Allowance		894			1 096	1 096	1 096	1 496	1 646	1 810
Housing Allowances		325			390	390	390	120	132	145
Other benefits and allowances										
Sub Total - Councillors		17 855			21 873	21 873	21 873	27 030	29 733	32 707
% increase	4		(100.0%)					23.6%	10.0%	10.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 979			6 100	6 100	6 100	7 305	8 036	8 839
Pension and UIF Contributions		925			1 133	1 133	1 133	1 254	1 379	1 517
Medical Aid Contributions		139			170	170	170	243	268	294
Overtime										
Performance Bonus								543	597	657
Motor Vehicle Allowance		882			1 081	1 081	1 081	4 561	5 017	5 518
Cellphone Allowance								157	173	190
Housing Allowances		10			12	12	12	34	38	41
Other benefits and allowances		143			175	175	175	27	29	32
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 077			8 670	8 670	8 670	14 124	15 536	17 090
% increase	4		(100.0%)					62.9%	10.0%	10.0%
Other Municipal Staff										
Basic Salaries and Wages		231 618			283 742	283 742	283 742	362 449	398 694	438 564
Pension and UIF Contributions		51 939			63 627	63 627	63 627	81 533	89 686	98 654
Medical Aid Contributions		29 940			36 677	36 677	36 677	43 317	47 649	52 413
Overtime		12 680			15 534	15 534	15 534	47 924	52 716	57 988
Performance Bonus										
Motor Vehicle Allowance		8 299			10 166	10 166	10 166	35 285	38 814	42 695
Cellphone Allowance		502			615	615	615	1 964	2 160	2 376
Housing Allowances		3 100			3 797	3 797	3 797	3 430	3 773	4 150
Other benefits and allowances		21 878			26 802	26 802	26 802	60 533	66 586	73 245
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		359 955			440 960	440 960	440 960	636 434	700 078	770 085
% increase	4		(100.0%)					44.3%	10.0%	10.0%
Total Parent Municipality		384 887			471 503	471 503	471 503	677 588	745 347	819 882
% increase	4		(100.0%)					43.7%	10.0%	10.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		384 887			471 503	471 503	471 503	677 588	745 347	819 882
% increase	4		(100.0%)					43.7%	10.0%	10.0%
TOTAL MANAGERS AND STAFF	5	367 032			449 630	449 630	449 630	650 558	715 614	787 175

Mpumalanga: Steve Tshwete(MP313) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 629	10 753	11 393	12 292	12 292	12 292	13 114	13 271	14 213
Pension and UIF Contributions		576	754	651	770	770	770	828	895	954
Medical Aid Contributions		170	422	448	493	493	493	530	572	610
Motor Vehicle Allowance		3 476	3 749	4 009	4 518	4 518	4 518	4 857	5 246	5 592
Cellphone Allowance		761	1 411	1 393	1 625	1 525	1 525	1 747	1 886	2 011
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 613	17 088	17 894	19 698	19 598	19 598	21 076	21 870	23 379
% increase	4		16.9%	4.7%	10.1%	(0.5%)		7.5%	3.8%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 643	4 961	4 328	6 281	6 281	6 281	6 528	6 985	7 474
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				701	998	998	998	1 009	1 085	1 172
Motor Vehicle Allowance		504	810	676	980	980	980	681	732	791
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 147	5 771	5 705	8 259	8 259	8 259	8 218	8 802	9 436
% increase	4		39.2%	(1.1%)	44.8%			(0.5%)	7.1%	7.2%
Other Municipal Staff										
Basic Salaries and Wages		200 047	197 457	206 526	242 841	242 841	242 841	260 150	280 225	299 887
Pension and UIF Contributions		29 061	35 827	38 434	45 131	45 131	45 131	47 395	50 710	54 474
Medical Aid Contributions		11 970	14 784	16 491	19 054	19 054	19 054	20 600	22 223	23 712
Overtime		37 617	47 943	56 312	58 680	58 680	58 680	63 087	67 516	71 915
Performance Bonus					3 372	3 372	3 372	860	1 080	1 128
Motor Vehicle Allowance										
Cellphone Allowance		300	503	526	669	669	669	704	758	806
Housing Allowances		1 647	1 565	1 647	1 834	1 834	1 834	4 753	5 050	5 363
Other benefits and allowances		4 283	4 867	5 208	5 822	5 822	5 822	6 351	6 868	7 409
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		284 924	302 945	325 143	377 403	377 403	377 403	403 899	434 431	464 694
% increase	4		6.3%	7.3%	16.1%			7.0%	7.6%	7.0%
Total Parent Municipality		303 684	325 804	348 741	405 361	405 261	405 261	433 193	465 103	497 509
% increase	4		7.3%	7.0%	16.2%			6.9%	7.4%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		303 684	325 804	348 741	405 361	405 261	405 261	433 193	465 103	497 509
% increase	4		7.3%	7.0%	16.2%			6.9%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	289 071	308 717	330 847	385 662	385 662	385 662	412 117	443 233	474 130

Mpumalanga: Emakhazeni(MP314) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 826	2 915		3 329	3 329		3 502	3 713	3 935
Pension and UIF Contributions		393	670		496	496		525	557	590
Medical Aid Contributions		189			290	290		308	326	346
Motor Vehicle Allowance		1 099	902		900	900		954	1 012	1 072
Cellphone Allowance			261		389	389		389	437	463
Housing Allowances			64		37	37		39	42	44
Other benefits and allowances								25	28	30
Sub Total - Councillors		4 507	4 812		5 442	5 442		5 743	6 114	6 481
% increase	4		6.8%	(100.0%)			(100.0%)		6.5%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 759	1 829		3 095	3 095		2 885		
Pension and UIF Contributions		324	436		693	693		736		
Medical Aid Contributions		119			235	235		184		
Overtime										
Performance Bonus					652	652		631		
Motor Vehicle Allowance		569	450		750	750		811		
Cellphone Allowance			17		9	9		76		
Housing Allowances								9		
Other benefits and allowances								1		
Payments in lieu of leave			207							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 771	2 939		5 434	5 434		5 332		
% increase	4		6.1%	(100.0%)			(100.0%)		(100.0%)	
Other Municipal Staff										
Basic Salaries and Wages		30 976	35 403		45 056	43 432	46 527	46 242	51 658	54 744
Pension and UIF Contributions		6 845	7 164		9 996	9 335	10 028	9 705	11 068	11 732
Medical Aid Contributions		2 098	2 452		3 204	2 896	3 131	3 125	3 551	3 782
Overtime		3 080	2 526		3 650	3 523	3 523	3 629	3 847	4 078
Performance Bonus		2 356	2 651		3 646	3 449	4 101	3 646	4 533	4 805
Motor Vehicle Allowance		4 145	4 210		4 298	3 887	4 637	4 577	5 711	6 054
Cellphone Allowance			186		174	171	180	326	204	217
Housing Allowances		48	49		36	713	713	692	743	787
Other benefits and allowances		5 834	477		2 712	4 401	4 401	4 674	4 968	5 279
Payments in lieu of leave										
Long service awards		500	576		673	673	673	717	763	813
Post-retirement benefit obligations			1 865		3 621	2 551	2 551	2 517	2 693	2 981
Sub Total - Other Municipal Staff		55 882	57 560		77 067	75 031	80 465	79 850	89 739	95 272
% increase	4		3.0%	(100.0%)		(2.6%)	7.2%	(0.8%)	12.4%	6.2%
Total Parent Municipality		63 160	65 311		87 942	85 906	80 465	90 925	95 853	101 753
% increase	4		3.4%	(100.0%)		(2.3%)	(6.3%)	13.0%	5.4%	6.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 160	65 311		87 942	85 906	80 465	90 925	95 853	101 753
% increase	4		3.4%	(100.0%)		(2.3%)	(6.3%)	13.0%	5.4%	6.2%
TOTAL MANAGERS AND STAFF	5	58 653	60 499		82 500	80 465	80 465	85 182	89 739	95 272

Mpumalanga: Thembisile Hani(MP315) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 817	2 858	2 983	3 294	3 100	3 294	3 532	3 751	3 972
Pension and UIF Contributions		1 329	1 575	1 740	1 800	2 092	1 800	2 194	2 330	2 467
Medical Aid Contributions		223	239	256	280	401	280	382	406	430
Motor Vehicle Allowance		3 675	3 934	4 023	3 473	4 472	3 473	4 875	5 177	5 482
Cellphone Allowance		840	1 328	1 348	1 495	1 336	1 495	1 336	1 418	1 502
Housing Allowances										
Other benefits and allowances		8 001	7 902	7 981	8 121	9 275	8 121	9 212	9 783	10 360
Sub Total - Councillors		15 885	17 836	18 332	18 463	20 675	18 463	21 529	22 864	24 213
% increase	4		12.3%	2.8%	0.7%	12.0%	(10.7%)	16.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 112	4 158	3 659	4 472	4 472	4 472	5 613	5 961	6 313
Pension and UIF Contributions										
Medical Aid Contributions			139	633						
Overtime										
Performance Bonus		240								
Motor Vehicle Allowance		624	480	926						
Cellphone Allowance					87	87	87	87	92	98
Housing Allowances										
Other benefits and allowances			69							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 976	4 845	5 218	4 559	4 559	4 559	5 700	6 053	6 411
% increase	4		(2.6%)	7.7%	(12.6%)			25.0%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		52 415	62 058	65 055	71 887	71 887	71 887	73 887	80 719	86 208
Pension and UIF Contributions		10 240	12 890	13 297	14 974	14 974	14 974	14 940	17 348	18 528
Medical Aid Contributions		2 905	3 860	4 288	5 733	5 733	5 733	6 054	6 609	7 058
Overtime		3 456	3 218	125				187		
Performance Bonus		6 129	4 986							
Motor Vehicle Allowance		2 937	1 964	963	2 074	2 074	2 074	2 885	2 822	3 014
Cellphone Allowance		323	164	445	344	344	344	462	544	581
Housing Allowances		98	86	84	55	55	55	90	82	88
Other benefits and allowances		3 204	1 735	8 413	7 449	7 449	7 449	8 580	9 067	9 684
Payments in lieu of leave		1 219		5 571	265	265	265	450	417	445
Long service awards			990	1 075				578	727	776
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		82 926	91 952	99 316	102 781	102 781	102 781	108 114	118 335	126 381
% increase	4		10.9%	8.0%	3.5%			5.2%	9.5%	6.8%
Total Parent Municipality		103 787	114 633	122 866	125 803	128 016	125 803	135 343	147 252	157 005
% increase	4		10.5%	7.2%	2.4%	1.8%	(1.7%)	7.6%	8.8%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		103 787	114 633	122 866	125 803	128 016	125 803	135 343	147 252	157 005
% increase	4		10.5%	7.2%	2.4%	1.8%	(1.7%)	7.6%	8.8%	6.6%
TOTAL MANAGERS AND STAFF	5	87 902	96 797	104 534	107 341	107 341	107 341	113 814	124 388	132 792

Mpumalanga: Dr J.S. Moroka(MP316) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 042	13 248	14 991	11 000	13 335	13 335	13 179	13 970	14 808
Pension and UIF Contributions		1 334	1 415	1 495	1 600	1 600	1 600	1 882	1 995	2 114
Medical Aid Contributions		397	390	468	420	680	680	821	871	923
Motor Vehicle Allowance		3 621	3 904	4 129	4 000	4 124	4 124	5 293	5 611	5 948
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 394	18 957	21 082	17 020	19 739	19 739	21 176	22 447	23 793
% increase	4		15.6%	11.2%	(19.3%)	16.0%		7.3%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 596	2 849	3 679	4 105	5 059	5 059	3 101	3 287	3 484
Pension and UIF Contributions		650	488	704	72	362	362	422	447	474
Medical Aid Contributions					10	115	115	136	144	153
Overtime					30	50	50	30	32	34
Performance Bonus		22	26	77	342	62	62	360	382	404
Motor Vehicle Allowance					630	150	150	167	177	188
Cellphone Allowance					31	20	20	20	22	23
Housing Allowances										
Other benefits and allowances		383	655	552	2	2	2	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 651	4 017	5 010	5 223	5 820	5 820	4 237	4 491	4 760
% increase	4		10.0%	24.7%	4.2%	11.4%		(27.2%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		65 786	75 914	88 338	94 616	103 756	103 756	129 937	137 733	145 997
Pension and UIF Contributions		13 434	16 918	16 967	1 899	23 179	23 179	24 319	25 778	27 325
Medical Aid Contributions		4 066	5 302	6 679	1 212	7 815	7 815	9 131	9 679	10 260
Overtime		3 954	6 926	6 866	1 930	5 918	5 918	8 727	9 251	9 806
Performance Bonus		6 004	6 591	7 981	7 740	8 656	8 656	9 625	10 203	10 815
Motor Vehicle Allowance		1 984	2 027	2 039	1 858	4 124	4 124	3 184	3 375	3 578
Cellphone Allowance		4	106	338	154	642	642	934	990	1 049
Housing Allowances		1 333	1 259	1 517	112	1 169	1 169	1 433	1 519	1 610
Other benefits and allowances		320	3 725	965	2 128	115	115	523	554	858
Payments in lieu of leave		3 988	2 337	2 231						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		100 873	121 105	133 920	111 647	155 374	155 374	187 813	199 081	211 296
% increase	4		20.1%	10.6%	(16.6%)	39.2%		20.9%	6.0%	6.1%
Total Parent Municipality		120 918	144 079	160 013	133 890	180 933	180 933	213 226	226 019	239 850
% increase	4		19.2%	11.1%	(16.3%)	35.1%		17.8%	6.0%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		120 918	144 079	160 013	133 890	180 933	180 933	213 226	226 019	239 850
% increase	4		19.2%	11.1%	(16.3%)	35.1%		17.8%	6.0%	6.1%
TOTAL MANAGERS AND STAFF	5	104 524	125 123	138 931	116 870	161 194	161 194	192 050	203 572	216 056

Mpumalanga: Nkangala(DC31) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 591	6 927	7 695	8 182	7 620	8 182	8 940	9 512	10 121
Pension and UIF Contributions		1 034	1 107	1 202	813	1 570	813	1 265	1 346	1 432
Medical Aid Contributions		200	225	174	73	173	73	185	197	209
Motor Vehicle Allowance		2 593	2 731	3 012	3 203	3 098	3 203	3 400	3 617	3 849
Cellphone Allowance		467	608	608	645	612	645	558	594	632
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		10 885	11 598	12 691	12 915	13 073	12 915	14 348	15 266	16 243
% increase	4		6.6%	9.4%	1.8%	1.2%	(1.2%)	11.1%	6.4%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 319	10 874	15 010	4 603	6 001	4 603	5 927	6 307	6 710
Pension and UIF Contributions		305	312	234	929	668	929	572	609	648
Medical Aid Contributions		190	60	42	175	190	175	123	130	139
Overtime										
Performance Bonus					529	609	529	1 015	1 080	1 149
Motor Vehicle Allowance		786	483	583	600	679	600	608	647	688
Cellphone Allowance					96	110	96	150	160	170
Housing Allowances		22	27	22	20	20	20			
Other benefits and allowances		8	13		62	75	62	112	119	127
Payments in lieu of leave					246	246	246	279	297	315
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 631	11 768	15 891	7 261	8 598	7 261	8 786	9 348	9 947
% increase	4		22.2%	35.0%	(54.3%)	18.4%	(15.5%)	21.0%	6.4%	6.4%
Other Municipal Staff										
Basic Salaries and Wages		36 283	29 110	38 794	57 692	64 562	57 692	69 970	74 448	79 213
Pension and UIF Contributions		4 560	5 629	6 956	10 821	10 408	10 821	465	495	527
Medical Aid Contributions		4 998	6 028	4 653	10 185	6 500	10 185	8 903	9 472	10 079
Overtime					4 360	2 562	4 360	2 248	2 392	2 545
Performance Bonus					4 658	3 978	4 658	6 658	7 084	7 537
Motor Vehicle Allowance		2 683	3 084	4 424	7 069	7 319	7 069	6 799	7 234	7 697
Cellphone Allowance					486	900	486	1 167	1 242	1 321
Housing Allowances		60	61	108	2 017	797	1 934	333	354	376
Other benefits and allowances		236	300	429	641	1 023	641	2 026	2 156	2 294
Payments in lieu of leave					1 795	1 759	1 795	13 168	14 011	14 907
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		48 820	44 213	55 365	99 724	99 806	99 642	111 737	118 888	126 497
% increase	4		(9.4%)	25.2%	80.1%	0.1%	(0.2%)	12.1%	6.4%	6.4%
Total Parent Municipality		69 336	67 579	83 948	119 901	121 476	119 818	134 871	143 503	152 687
% increase	4		(2.5%)	24.2%	42.8%	1.3%	(1.4%)	12.6%	6.4%	6.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		69 336	67 579	83 948	119 901	121 476	119 818	134 871	143 503	152 687
% increase	4		(2.5%)	24.2%	42.8%	1.3%	(1.4%)	12.6%	6.4%	6.4%
TOTAL MANAGERS AND STAFF	5	58 451	55 981	71 257	106 986	108 404	106 903	120 523	128 236	136 444

Mpumalanga: Thaba Chweu(MP321) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 540	8 204	8 089	6 102	5 062	5 062	6 651	7 250	7 902
Pension and UIF Contributions		636	36	55	205	990	990	1 079	1 176	1 282
Medical Aid Contributions			20	23		118	118			
Motor Vehicle Allowance					1 673			1 824	1 988	2 167
Cellphone Allowance					415	563	563	453	493	538
Housing Allowances						269	269			
Other benefits and allowances						1 766	1 766			
Sub Total - Councillors		7 176	8 259	8 167	8 395	8 768	8 768	10 006	10 907	11 888
% increase	4		15.1%	(1.1%)	2.8%	4.4%		14.1%	9.0%	9.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 355	3 377	2 167	3 101	3 895	3 895	3 381	3 685	4 016
Pension and UIF Contributions		230	915	576	465	240	240	262	285	3 109
Medical Aid Contributions			367	201	153	217	217	167	182	198
Overtime										
Performance Bonus			281	181	236			257	280	305
Motor Vehicle Allowance		334	393	260	419			457	498	543
Cellphone Allowance		17	70	45	67	36	36	73	80	87
Housing Allowances			38		13			14	16	17
Other benefits and allowances		573				675	675			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 508	5 440	3 430	4 454	5 064	5 064	4 610	5 025	8 276
% increase	4		55.1%	(37.0%)	29.9%	13.7%		(9.0%)	9.0%	64.7%
Other Municipal Staff										
Basic Salaries and Wages			74 255	72 356	62 249	62 249	62 249	67 852	73 958	80 614
Pension and UIF Contributions			11 311	13 215	15 235	15 235	15 235	16 606	18 100	19 729
Medical Aid Contributions			3 738	3 571	4 812	4 812	4 812	5 246	5 718	6 232
Overtime					1 743	1 743	1 743	1 900	2 071	2 258
Performance Bonus			3 192	3 583	6 449	6 449	6 449	7 029	7 662	8 352
Motor Vehicle Allowance			4 196	3 830	8 473	8 473	8 473	9 236	9 421	10 269
Cellphone Allowance			782	817	1 593	1 593	1 593	1 737	1 893	2 063
Housing Allowances			352	189	300	300	300	327	356	389
Other benefits and allowances			16	349	2 622	2 622	2 622	2 858	3 115	3 396
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			97 842	97 911	103 477	103 477	103 477	112 790	122 295	133 301
% increase	4			0.1%	5.7%			9.0%	8.4%	9.0%
Total Parent Municipality		10 684	111 542	109 508	116 327	117 309	117 309	127 407	138 227	153 466
% increase	4		944.0%	(1.8%)	6.2%	0.8%		8.6%	8.5%	11.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 684	111 542	109 508	116 327	117 309	117 309	127 407	138 227	153 466
% increase	4		944.0%	(1.8%)	6.2%	0.8%		8.6%	8.5%	11.0%
TOTAL MANAGERS AND STAFF	5	3 508	103 282	101 341	107 931	108 542	108 542	117 401	127 320	141 577

Mpumalanga: Nkomazi(MP324) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 212	11 091	11 995	12 671	12 671	12 671	14 267	15 237	16 273
Pension and UIF Contributions		1 496	1 664	1 720	1 894	1 894	1 894	2 136	2 281	2 436
Medical Aid Contributions		361	454	517	560	560	560	627	669	715
Motor Vehicle Allowance		3 869	4 567	4 705	5 136	5 136	5 136	5 741	6 131	6 548
Cellphone Allowance		853	1 357	1 353	1 429	1 429	1 429	1 529	1 633	1 744
Housing Allowances										
Other benefits and allowances		1	4							
Sub Total - Councillors		16 792	19 137	20 289	21 690	21 690	21 690	24 299	25 951	27 716
% increase	4		14.0%	6.0%	6.9%			12.0%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 889	4 762	4 378	4 794	4 794	4 794	5 530	5 894	6 282
Pension and UIF Contributions		714	978	956	1 065	1 065	1 065	1 134	1 208	1 288
Medical Aid Contributions		74	88	110	115	115	115	141	150	160
Overtime										
Performance Bonus		69			399	399	399	461	491	524
Motor Vehicle Allowance		882	695	673	795	795	795	815	869	926
Cellphone Allowance		34						51	55	58
Housing Allowances										
Other benefits and allowances		13	52	49	72	72	72	1	1	1
Payments in lieu of leave		144		193						
Long service awards		889								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 708	6 574	6 359	7 241	7 241	7 241	8 133	8 668	9 238
% increase	4		(2.0%)	(3.3%)	13.9%			12.3%	6.6%	6.6%
Other Municipal Staff										
Basic Salaries and Wages		109 739	139 592	152 347	152 654	153 127	153 127	175 912	187 828	200 686
Pension and UIF Contributions		24 393	29 966	30 903	32 989	33 040	33 040	37 559	40 115	42 875
Medical Aid Contributions		6 797	7 579	13 676	9 590	9 590	9 590	12 092	12 914	13 806
Overtime		20 323	20 306	28 305	13 706	16 568	16 568	16 489	17 611	18 823
Performance Bonus		9 217	10 495	11 519	12 288	12 288	12 288	14 229	15 197	16 243
Motor Vehicle Allowance		8 439	8 872	9 624	10 567	10 567	10 567	12 801	13 673	14 618
Cellphone Allowance		1 135	1 242	1 560	1 718	1 718	1 718	1 962	2 096	2 243
Housing Allowances		1 101	1 107	1 146	1 215	1 215	1 215	1 244	1 329	1 419
Other benefits and allowances		10 879	7 147	2 084	2 421	2 421	2 421	2 741	2 925	3 124
Payments in lieu of leave		1 157	9 831	2 167	1 581	1 581	1 581	1 692	1 807	1 930
Long service awards				3 430	517	517	517	2 451	2 589	2 766
Post-retirement benefit obligations		185	219	241	298	298	298	150	159	168
Sub Total - Other Municipal Staff		193 367	236 355	257 002	239 544	242 929	242 929	279 322	298 242	318 700
% increase	4		22.2%	8.7%	(6.8%)	1.4%		15.0%	6.8%	6.9%
Total Parent Municipality		216 867	262 066	283 650	268 475	271 861	271 861	311 754	332 861	355 654
% increase	4		20.8%	8.2%	(5.3%)	1.3%		14.7%	6.8%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		216 867	262 066	283 650	268 475	271 861	271 861	311 754	332 861	355 654
% increase	4		20.8%	8.2%	(5.3%)	1.3%		14.7%	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	200 075	242 929	263 360	246 785	250 170	250 170	287 455	306 910	327 939

Mpumalanga: Bushbuckridge(MP325) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		14 858	17 264	19 606	19 239	21 239	21 239	22 000	23 639	24 821
Pension and UIF Contributions		2 584	2 020	2 801	3 566	3 756	3 756	3 948	4 178	4 387
Medical Aid Contributions		576	400	600	612	372	372	394	414	434
Motor Vehicle Allowance		4 279	4 387	4 756	5 302	5 302	5 302	5 500	5 901	6 196
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		22 297	24 072	27 764	28 718	30 668	30 668	31 841	34 131	35 838
% increase	4		8.0%	15.3%	3.4%	6.8%		3.8%	7.2%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 135			5 088	5 088	5 088	5 393	5 717	6 060
Pension and UIF Contributions		163			292	292	292	310	328	348
Medical Aid Contributions		67			169	169	169	179	189	201
Overtime										
Performance Bonus										
Motor Vehicle Allowance		968			2 079	2 079	2 079	2 203	2 336	2 476
Cellphone Allowance										
Housing Allowances		6			10	10	10	10	11	11
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 339			7 637	7 637	7 637	8 095	8 581	9 096
% increase	4		(100.0%)					6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		131 665	160 367	198 858	195 263	205 263	205 263	219 607	227 383	238 695
Pension and UIF Contributions		25 138	28 398	35 697	38 208	41 208	41 208	42 576	44 702	46 934
Medical Aid Contributions		7 277	8 571	10 039	8 741	11 141	11 141	11 521	12 096	12 699
Overtime		1 957	3 262	2 604	1 760	1 760	1 760	2 300	1 890	1 985
Performance Bonus		18 486	12 380	18 508	17 600	17 600	17 600	18 656	19 589	20 568
Motor Vehicle Allowance		7 187	5 777	6 189	8 041	10 541	10 541	10 797	11 314	11 857
Cellphone Allowance										
Housing Allowances		2 554	2 367	2 269	2 800	2 800	2 800	2 940	3 057	3 179
Other benefits and allowances		21 367	16 028	23 522	26 887	27 487	27 487	25 594	26 874	28 217
Payments in lieu of leave		782			589	789	789	820	853	887
Long service awards					2 500	2 500	2 500	2 900	3 045	3 197
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		216 414	237 150	297 687	302 389	321 089	321 089	337 711	350 803	368 218
% increase	4		9.6%	25.5%	1.6%	6.2%		5.2%	3.9%	5.0%
Total Parent Municipality		242 049	261 222	325 451	338 744	359 394	359 394	377 647	393 515	413 151
% increase	4		7.9%	24.6%	4.1%	6.1%		5.1%	4.2%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		242 049	261 222	325 451	338 744	359 394	359 394	377 647	393 515	413 151
% increase	4		7.9%	24.6%	4.1%	6.1%		5.1%	4.2%	5.0%
TOTAL MANAGERS AND STAFF	5	219 753	237 150	297 687	310 025	328 725	328 725	345 806	359 384	377 313

Mpumalanga: City of Mbombela(MP326) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								19 098	20 282	21 479
Pension and UIF Contributions								2 866	3 044	3 224
Medical Aid Contributions								564	599	635
Motor Vehicle Allowance								7 095	7 535	7 979
Cellphone Allowance								1 742	1 850	1 959
Housing Allowances										
Other benefits and allowances								92	98	103
Sub Total - Councillors								31 457	33 408	35 379
% increase	4								6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 452	5 833	6 242
Pension and UIF Contributions								1 046	1 119	1 197
Medical Aid Contributions								133	142	152
Overtime										
Performance Bonus										
Motor Vehicle Allowance								862	922	986
Cellphone Allowance								158	169	181
Housing Allowances										
Other benefits and allowances								30	32	34
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								7 680	8 217	8 793
% increase	4								7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages								349 627	374 812	400 668
Pension and UIF Contributions								70 756	75 853	81 086
Medical Aid Contributions								28 405	30 451	32 552
Overtime								40 324	43 227	46 210
Performance Bonus										
Motor Vehicle Allowance								29 148	31 248	33 404
Cellphone Allowance								2 758	2 957	3 161
Housing Allowances								8 252	8 846	9 456
Other benefits and allowances								18 133	19 438	20 780
Payments in lieu of leave								1 663	1 783	1 906
Long service awards								4 775	5 119	5 472
Post-retirement benefit obligations								9 629	10 323	11 035
Sub Total - Other Municipal Staff								563 471	604 056	645 728
% increase	4								7.2%	6.9%
Total Parent Municipality								602 608	645 681	689 899
% increase	4								7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								602 608	645 681	689 899
% increase	4								7.1%	6.8%
TOTAL MANAGERS AND STAFF	5							571 151	612 274	654 520

Mpumalanga: Ehlanzeni(DC32) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 893	10 811	11 593	9 707	9 707	9 707	10 090	10 675	11 295
Pension and UIF Contributions		814	337	363	939	939	939	998	1 056	1 118
Medical Aid Contributions		144			157	157	157	168	178	188
Motor Vehicle Allowance		2 459	1 475	1 696	3 071	3 071	3 071	3 286	3 477	3 678
Cellphone Allowance		407			500	500	500	535	566	599
Housing Allowances		78	30		225	225	225	241	255	269
Other benefits and allowances								533	564	597
Sub Total - Councillors		11 795	12 653	13 652	14 599	14 599	14 599	15 851	16 771	17 743
% increase	4		7.3%	7.9%	6.9%			8.6%	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 200	5 342	5 154	6 397	6 397	6 397	6 065	6 429	6 815
Pension and UIF Contributions		946	1 203	1 336	581	581	581	599	6 350	6 731
Medical Aid Contributions					309	309	309	279	296	314
Overtime										
Performance Bonus		422	565	713	848	848	848	785	832	882
Motor Vehicle Allowance		1 674	1 601	2 022	1 333	1 333	1 333	2 268	2 404	2 548
Cellphone Allowance										
Housing Allowances					86	86	86	78	83	88
Other benefits and allowances			220	176	12	12	12	16	17	18
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 242	8 930	9 401	9 566	9 566	9 566	10 090	16 410	17 396
% increase	4		8.3%	5.3%	1.8%			5.5%	62.6%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		42 132	37 921	46 767	51 058	51 246	50 003	54 681	57 840	61 182
Pension and UIF Contributions		8 622	8 261	12 411	10 524	10 391	11 146	12 030	7 012	7 405
Medical Aid Contributions		3 232	3 416		6 400	6 400	6 091	6 545	6 925	7 326
Overtime		610	634	467	828	828	828	814	862	912
Performance Bonus		2 857	3 134	4 439	4 985	4 985	4 985	4 413	4 668	4 937
Motor Vehicle Allowance		10 522	9 470	11 926	10 170	9 749	10 438	11 930	12 617	13 344
Cellphone Allowance										
Housing Allowances		378	355	373	1 230	1 230	1 144	1 216	1 287	1 361
Other benefits and allowances		998	838	1 382	1 302	1 345	1 509	1 633	1 656	1 751
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		69 351	64 029	77 765	86 498	86 174	86 144	93 263	92 865	98 217
% increase	4		(7.7%)	21.5%	11.2%	(0.4%)		8.3%	(0.4%)	5.8%
Total Parent Municipality		89 388	85 611	100 818	110 663	110 339	110 309	119 204	126 046	133 356
% increase	4		(4.2%)	17.8%	9.8%	(0.3%)		8.1%	5.7%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		89 388	85 611	100 818	110 663	110 339	110 309	119 204	126 046	133 356
% increase	4		(4.2%)	17.8%	9.8%	(0.3%)		8.1%	5.7%	5.8%
TOTAL MANAGERS AND STAFF	5	77 593	72 958	87 166	96 064	95 741	95 710	103 354	109 276	115 613

Northern Cape: Joe Morolong(NC451) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 842	5 223		4 904	4 904	4 904	6 114	6 480	6 869
Pension and UIF Contributions					707	860	860	917	972	1 030
Medical Aid Contributions										
Motor Vehicle Allowance		2 876	1 928		2 174	3 236	3 236	2 274	2 411	2 556
Cellphone Allowance			353		754	714	714	710	752	797
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 718	7 504		8 538	9 713	9 713	10 015	10 616	11 253
% increase	4		11.7%	(100.0%)		13.8%		3.1%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 035	2 900	3 152	2 778	2 778	2 778	2 945	3 121	3 309
Pension and UIF Contributions		1			495	495	495	524	556	589
Medical Aid Contributions					141	141	141	150	159	168
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 202	1 522	904	1 561	1 561	1 561	1 655	1 754	1 860
Cellphone Allowance		14	61	29	92	92	92	97	103	109
Housing Allowances		44		818	488	488	488	518	549	582
Other benefits and allowances		188	404	498	0	0	0	0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 484	4 887	5 402	5 556	5 556	5 556	5 889	6 242	6 617
% increase	4		40.2%	10.5%	2.9%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		15 829	17 812	23 465	27 037	27 037	27 037	28 896	30 525	32 218
Pension and UIF Contributions		2 653	3 705	4 516	5 381	5 381	5 381	5 481	5 785	6 157
Medical Aid Contributions		1 762	2 170	2 825	2 547	2 547	2 547	2 473	2 722	2 965
Overtime		1 056	1 513	1 698	632	632	632	1 163	1 233	1 308
Performance Bonus		950	1 679	2 020	2 429	2 429	2 429	2 392	2 487	2 636
Motor Vehicle Allowance		2 232	3 587	4 774	2 443	2 443	2 443	2 700	2 689	2 851
Cellphone Allowance		593	437	403	549	549	549	1 105	1 152	1 211
Housing Allowances		297	519	1 306	2 141	2 141	2 141	2 465	2 592	2 743
Other benefits and allowances		208	716	408	410	410	410	416	427	453
Payments in lieu of leave		(1 184)			75	75	75			
Long service awards		92		112						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 490	32 138	41 527	43 644	43 644	43 644	47 090	49 612	52 541
% increase	4		31.2%	29.2%	5.1%			7.9%	5.4%	5.9%
Total Parent Municipality		34 692	44 529	46 929	57 738	58 913	58 913	62 993	66 470	70 410
% increase	4		28.4%	5.4%	23.0%	2.0%		6.9%	5.5%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 692	44 529	46 929	57 738	58 913	58 913	62 993	66 470	70 410
% increase	4		28.4%	5.4%	23.0%	2.0%		6.9%	5.5%	5.9%
TOTAL MANAGERS AND STAFF	5	27 974	37 025	46 929	49 199	49 199	49 199	52 979	55 854	59 157

Northern Cape: Ga-Segonyana(NC452) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 864	6 308	4 554	4 609	4 609	4 609	5 056	5 370	5 687
Pension and UIF Contributions		1 075		541	569	569	569	528	560	593
Medical Aid Contributions								231	245	260
Motor Vehicle Allowance		1 479		1 254	1 302	1 302	1 302	1 507	1 600	1 695
Cellphone Allowance			435	652	635	635	635	149	158	168
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 419	6 743	7 002	7 115	7 115	7 115	7 471	7 934	8 402
% increase	4		5.1%	3.8%	1.6%			5.0%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 849	2 787	2 937	3 820	3 820	3 820	4 520	4 800	5 083
Pension and UIF Contributions		209	664	524	262	262	262	338	359	380
Medical Aid Contributions			205		197	197	197			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		332	127	590	743	743	743	671	713	755
Cellphone Allowance		27	123	90	69	69	69	84	89	94
Housing Allowances			58							
Other benefits and allowances		50						92	98	104
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 467	3 962	4 141	5 091	5 091	5 091	5 705	6 059	6 416
% increase	4		14.3%	4.5%	23.0%			12.1%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		35 757	44 537	51 885	58 705	54 927	54 927	68 879	73 149	77 465
Pension and UIF Contributions		5 264	6 693	7 669	10 537	9 175	9 175	11 383	12 089	12 802
Medical Aid Contributions		4 334	3 095	3 711	4 182	4 219	4 219	4 969	5 277	5 589
Overtime		2 279	2 710	3 460	1 968	3 548	3 548	3 117	3 310	3 506
Performance Bonus										
Motor Vehicle Allowance		2 139	1 897	1 770	1 958	1 998	1 998	2 378	2 525	2 674
Cellphone Allowance			123	182	215	227	227	246	261	277
Housing Allowances		1 690	1 896	2 495	2 985	2 745	2 745	3 177	3 374	3 573
Other benefits and allowances		2 893	9 569	10 862	7 976	8 640	8 640	9 338	9 917	10 502
Payments in lieu of leave			1 219	1 538	1 205	1 041	1 041	1 285	1 365	1 445
Long service awards			111	983	116	116	116	59	63	66
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 357	71 851	84 556	89 848	86 638	86 638	104 831	111 331	117 899
% increase	4		32.2%	17.7%	6.3%	(3.6%)		21.0%	6.2%	5.9%
Total Parent Municipality		64 243	82 557	95 698	102 055	98 844	98 844	118 007	125 323	132 718
% increase	4		28.5%	15.9%	6.6%	(3.1%)		19.4%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 243	82 557	95 698	102 055	98 844	98 844	118 007	125 323	132 718
% increase	4		28.5%	15.9%	6.6%	(3.1%)		19.4%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	57 824	75 814	88 696	94 939	91 729	91 729	110 536	117 389	124 315

Northern Cape: Gamagara(NC453) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 544	1 756	1 788	1 651	1 651	1 651	1 767	1 876	1 987
Pension and UIF Contributions		285	269	324	370	372	372	398	423	447
Medical Aid Contributions		51	58	62	68	174	174	187	198	209
Motor Vehicle Allowance		299	344	353	697	697	697	745	791	838
Cellphone Allowance		189	210	267	422	422	422	451	479	508
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 368	2 637	2 793	3 208	3 316	3 316	3 548	3 768	3 989
% increase	4		11.4%	5.9%	14.8%	3.4%		7.0%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 992	4 272	4 163	2 675	2 675	2 675	2 831	2 986	3 144
Pension and UIF Contributions		219	110	55	82	82	82	87	92	97
Medical Aid Contributions					37	37	37	40	42	44
Overtime										
Performance Bonus				386						
Motor Vehicle Allowance		830	984	1 476	1 151	1 151	1 151	1 218	1 285	1 353
Cellphone Allowance		98	162	184	260	260	260	275	290	305
Housing Allowances					4	4	4	5	5	5
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 141	5 527	6 265	4 210	4 210	4 210	4 454	4 699	4 948
% increase	4		33.5%	13.3%	(32.8%)			5.8%	5.5%	5.3%
Other Municipal Staff										
Basic Salaries and Wages		40 011	48 560	67 616	82 938	61 575	61 575	87 330	92 403	97 778
Pension and UIF Contributions		10 439	12 495	15 095	13 470	13 470	13 470	14 190	15 013	15 884
Medical Aid Contributions					6 972	6 972	6 972	7 381	7 809	8 262
Overtime		5 987	6 614	7 930	15 271	15 271	15 271	14 723	15 577	16 481
Performance Bonus					2 100	2 100	2 100			
Motor Vehicle Allowance		1 131	1 532	1 037	5 707	5 707	5 707	4 943	5 234	5 544
Cellphone Allowance					367	367	367	433	458	487
Housing Allowances		964	1 101	1 126	1 503	1 503	1 503	1 589	1 681	1 779
Other benefits and allowances			392	95	2 729	2 729	2 729	2 665	2 820	2 983
Payments in lieu of leave					2 704	2 704	2 704	1 018	1 077	1 140
Long service awards										
Post-retirement benefit obligations		4 816	7 715	4 517	12 500	12 500	12 500	4 842	5 142	5 446
Sub Total - Other Municipal Staff		63 347	78 409	97 417	146 261	124 898	124 898	139 114	147 215	155 782
% increase	4		23.8%	24.2%	50.1%	(14.6%)		11.4%	5.8%	5.8%
Total Parent Municipality		69 856	86 574	106 475	153 679	132 424	132 424	147 116	155 682	164 720
% increase	4		23.9%	23.0%	44.3%	(13.8%)		11.1%	5.8%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		69 856	86 574	106 475	153 679	132 424	132 424	147 116	155 682	164 720
% increase	4		23.9%	23.0%	44.3%	(13.8%)		11.1%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	67 488	83 936	103 681	150 471	129 109	129 109	143 568	151 914	160 730

Northern Cape: John Taolo Gaetsewe(DC45) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					2 986	3 078	3 078	2 820	2 969	3 126
Pension and UIF Contributions						351	351	423	445	469
Medical Aid Contributions					17	18	18			
Motor Vehicle Allowance					781	994	994	1 081	1 138	1 198
Cellphone Allowance					173	167	167	209	220	231
Housing Allowances										
Other benefits and allowances					98	80	80	143	150	158
Sub Total - Councillors					4 056	4 688	4 688	4 675	4 923	5 183
% increase	4					15.6%		(0.3%)	5.3%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					5 871	5 463	5 463	5 153	5 514	5 900
Pension and UIF Contributions					665	296	296	310	332	355
Medical Aid Contributions					188					
Overtime										
Performance Bonus					48					
Motor Vehicle Allowance					1 029	1 088	1 088	1 098	1 175	1 257
Cellphone Allowance					61	58	58	58	62	66
Housing Allowances					116	18	18	18	20	21
Other benefits and allowances					292	18	18	64	68	73
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					8 268	6 941	6 941	6 701	7 170	7 672
% increase	4					(16.1%)		(3.5%)	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages					31 327	28 615	28 615	35 414	37 893	40 545
Pension and UIF Contributions					4 663	4 877	4 877	5 740	6 141	6 571
Medical Aid Contributions					3 497	2 627	2 627	2 749	2 941	3 147
Overtime					20					
Performance Bonus					2 613					
Motor Vehicle Allowance					1 721	1 114	1 114	1 851	1 981	2 120
Cellphone Allowance					55	124	124	199	213	227
Housing Allowances					1 635	1 735	1 735	1 918	2 052	2 196
Other benefits and allowances					21	4 628	4 628	5 024	5 376	5 752
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					45 552	43 721	43 721	52 894	56 597	60 558
% increase	4					(4.0%)		21.0%	7.0%	7.0%
Total Parent Municipality					57 876	55 350	55 350	64 270	68 689	73 413
% increase	4					(4.4%)		16.1%	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					57 876	55 350	55 350	64 270	68 689	73 413
% increase	4					(4.4%)		16.1%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5				53 820	50 662	50 662	59 595	63 766	68 230

Northern Cape: Richtersveld(NC061) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 363	1 398	1 405	1 487	1 487	1 487	1 656	1 781	1 740
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		454	461	468	496	496	496	552	585	620
Cellphone Allowance		103	111	107	113	113	113			
Housing Allowances										
Other benefits and allowances		60								
Sub Total - Councillors		1 981	1 970	1 980	2 095	2 095	2 095	2 207	2 366	2 360
% increase	4		(0.5%)	0.5%	5.8%			5.3%	7.2%	(0.3%)
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 119	1 401	1 333	1 410	1 410	1 410	1 697	1 798	1 906
Pension and UIF Contributions		83	94	99	105	105	105	100	106	112
Medical Aid Contributions		119	218	217	230	230	230	92	89	94
Overtime										
Performance Bonus								59		
Motor Vehicle Allowance		383	393	371	392	392	392	436	462	490
Cellphone Allowance		24	28	25	27	27	27	42	45	48
Housing Allowances		53	63	58	61	61	61	108	114	121
Other benefits and allowances		352	384	336	355	355	355	465	493	523
Payments in lieu of leave				21						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 132	2 581	2 459	2 579	2 579	2 579	2 999	3 107	3 294
% increase	4		21.1%	(4.7%)	4.9%			16.3%	3.6%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		8 102	8 122	8 250	11 551	12 741	12 741	16 800	16 826	17 710
Pension and UIF Contributions		1 519	1 767	1 278	2 026	2 026	2 026	2 745	2 676	2 836
Medical Aid Contributions		229	211	169	373	373	373	639	990	1 050
Overtime		664	813	614	641	641	641		819	869
Performance Bonus			825	1 064	83	83	83			
Motor Vehicle Allowance				312	106	106	106		85	90
Cellphone Allowance										
Housing Allowances		56	31	64	46	46	46	330	362	384
Other benefits and allowances		712	442	1 076	1 767	1 767	1 767	1 763	1 558	1 652
Payments in lieu of leave		1 092	1 248	1 485	(121)	(121)	(121)			
Long service awards		940	1 049	1 238	(98)	(98)	(98)			
Post-retirement benefit obligations		5	42					127		
Sub Total - Other Municipal Staff		13 320	14 550	15 551	16 376	17 566	17 566	22 403	23 317	24 590
% increase	4		9.2%	6.9%	5.3%	7.3%		27.5%	4.1%	5.5%
Total Parent Municipality		17 433	19 101	19 990	21 050	22 240	22 240	27 610	28 790	30 243
% increase	4		9.6%	4.7%	5.3%	5.7%		24.1%	4.3%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		17 433	19 101	19 990	21 050	22 240	22 240	27 610	28 790	30 243
% increase	4		9.6%	4.7%	5.3%	5.7%		24.1%	4.3%	5.0%
TOTAL MANAGERS AND STAFF	5	15 452	17 131	18 009	18 955	20 145	20 145	25 402	26 424	27 884

Northern Cape: Nama Khoi(NC062) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 898	2 741	3 200	3 068	3 325	3 325	3 513	3 731	3 951
Pension and UIF Contributions		173	405	480	133	144	144	152	161	170
Medical Aid Contributions										
Motor Vehicle Allowance		1 003	1 292	800	1 067	1 156	1 156	1 221	1 297	1 374
Cellphone Allowance		214		382	226	482	482	482		
Housing Allowances										
Other benefits and allowances				65						
Sub Total - Councillors		4 288	4 438	4 927	4 493	5 107	5 107	5 368	5 189	5 495
% increase	4		3.5%	11.0%	(8.8%)	13.7%		5.1%	(3.3%)	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 473	5 183	2 938	3 679	4 063	4 063	4 108	4 363	4 621
Pension and UIF Contributions		298	228	309	508	530	530	480	510	540
Medical Aid Contributions		66	130	134	302	299	299	288	306	324
Overtime										
Performance Bonus										
Motor Vehicle Allowance			708	689	966	969	969	796	845	895
Cellphone Allowance					54	64	64	64	68	72
Housing Allowances				6	19	34	34	39	41	43
Other benefits and allowances		831	179	265	325	709	709	777	825	874
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 668	6 428	4 341	5 852	6 667	6 667	6 551	6 958	7 368
% increase	4		37.7%	(32.5%)	34.8%	13.9%		(1.7%)	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		33 631	43 840	44 086	38 963	41 185	41 185	43 632	46 338	49 071
Pension and UIF Contributions		6 892	6 078	5 568	6 274	6 881	6 881	6 998	7 432	7 870
Medical Aid Contributions		1 139	1 299	1 619	1 886	1 924	1 924	2 090	2 219	2 350
Overtime		1 851	2 158		3 321	2 768	2 768	2 911	3 092	3 274
Performance Bonus										
Motor Vehicle Allowance			3 765	3 963	2 730	2 822	2 822	2 873	3 051	3 231
Cellphone Allowance					47	83	83	83	88	93
Housing Allowances		317	309	264	286	1 262	1 262	997	1 058	1 121
Other benefits and allowances		7 321	5 124	5 722	5 278	5 467	5 467	6 124	6 504	6 888
Payments in lieu of leave		332								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		51 483	62 574	61 222	58 784	62 392	62 392	65 709	69 783	73 900
% increase	4		21.5%	(2.2%)	(4.0%)	6.1%		5.3%	6.2%	5.9%
Total Parent Municipality		60 439	73 439	70 490	69 129	74 167	74 167	77 628	81 929	86 763
% increase	4		21.5%	(4.0%)	(1.9%)	7.3%		4.7%	5.5%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		60 439	73 439	70 490	69 129	74 167	74 167	77 628	81 929	86 763
% increase	4		21.5%	(4.0%)	(1.9%)	7.3%		4.7%	5.5%	5.9%
TOTAL MANAGERS AND STAFF	5	56 152	69 002	65 563	64 637	69 060	69 060	72 260	76 740	81 268

Northern Cape: Kamiesberg(NC064) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages				1 838	1 885	1 885	1 885	1 336	1 419	1 503
Pension and UIF Contributions				146	283	283	283	174	184	195
Medical Aid Contributions				17	22	22	22	43	46	49
Motor Vehicle Allowance				423	423	423	423	498	529	560
Cellphone Allowance				94	101	101	101	153	163	172
Housing Allowances										
Other benefits and allowances				14				25	27	28
Sub Total - Councillors				2 532	2 714	2 714	2 714	2 229	2 368	2 507
% increase	4				7.2%			(17.9%)	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages				1 777	1 453	1 453	1 453	1 686	1 791	1 897
Pension and UIF Contributions				75	140	140	140	178	190	201
Medical Aid Contributions				286	65	65	65	92	98	103
Overtime										
Performance Bonus										
Motor Vehicle Allowance				273	301	301	301	307	326	345
Cellphone Allowance				45	37	37	37	37	39	42
Housing Allowances				50	38	38	38	39	41	44
Other benefits and allowances				22	113	113	113	26	28	29
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				2 528	2 147	2 147	2 147	2 365	2 513	2 661
% increase	4				(15.1%)			10.2%	6.3%	5.9%
Other Municipal Staff										
Basic Salaries and Wages				10 010	10 006	10 006	10 006	11 982	12 725	13 476
Pension and UIF Contributions				1 300	1 581	1 581	1 581	1 699	1 804	1 911
Medical Aid Contributions				501	242	242	242	433	460	487
Overtime					403	403	403	427	454	480
Performance Bonus										
Motor Vehicle Allowance				396	330	330	330	396	421	445
Cellphone Allowance				32	30	30	30	18	19	20
Housing Allowances				171	108	108	108	107	113	120
Other benefits and allowances				98	965	965	965	143	152	161
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				12 508	13 665	13 665	13 665	15 205	16 148	17 100
% increase	4				9.3%			11.3%	6.2%	5.9%
Total Parent Municipality				17 568	18 526	18 526	18 526	19 799	21 029	22 268
% increase	4				5.5%			6.9%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS				17 568	18 526	18 526	18 526	19 799	21 029	22 268
% increase	4				5.5%			6.9%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5			15 036	15 812	15 812	15 812	17 570	18 661	19 761

Northern Cape: Hantam(NC065) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					1 933	1 848		1 959	2 096	2 243
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					632	605		642	687	735
Cellphone Allowance					207	188		199	213	228
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					2 771	2 641		2 800	2 996	3 206
% increase	4					(4.7%)	(100.0%)		7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 236	3 276		3 692		
Pension and UIF Contributions					85	85		18		
Medical Aid Contributions					43	43				
Overtime										
Performance Bonus										
Motor Vehicle Allowance					294	294		204		
Cellphone Allowance										
Housing Allowances					12	10				
Other benefits and allowances					6	6				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 676	3 714		3 914		
% increase	4					1.0%	(100.0%)		(100.0%)	
Other Municipal Staff										
Basic Salaries and Wages					20 099	21 245		21 809		
Pension and UIF Contributions					3 610	3 519		3 991		
Medical Aid Contributions					1 229	1 219		1 218		
Overtime					547	644		698		
Performance Bonus										
Motor Vehicle Allowance					1 195	1 055		915		
Cellphone Allowance										
Housing Allowances					195	369		465		
Other benefits and allowances					351	294		352		
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					27 226	28 345		29 448		
% increase	4					4.1%	(100.0%)		(100.0%)	
Total Parent Municipality					33 673	34 700		36 163	2 996	3 206
% increase	4					3.1%	(100.0%)		(91.7%)	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					33 673	34 700		36 163	2 996	3 206
% increase	4					3.1%	(100.0%)		(91.7%)	7.0%
TOTAL MANAGERS AND STAFF	5				30 902	32 059		33 363		

Northern Cape: Karoo Hoogland(NC066) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			1 518	1 809	1 834	1 934	1 934	2 130	2 263	2 396
Pension and UIF Contributions			25	18						
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					146	146	146	157	167	177
Housing Allowances										
Other benefits and allowances			337	146	105	105	105	113	120	127
Sub Total - Councillors			1 880	1 973	2 085	2 185	2 185	2 400	2 550	2 700
% increase	4			4.9%	5.7%	4.8%		9.8%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 803	3 600	2 325	2 325	2 325	2 798	2 971	3 147
Pension and UIF Contributions			85	82						
Medical Aid Contributions										
Overtime										
Performance Bonus			317	296						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 205	3 978	2 325	2 325	2 325	2 798	2 971	3 147
% increase	4			(5.4%)	(41.6%)			20.3%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages			15 377	13 323	12 411	12 311	12 311	13 102	13 924	14 782
Pension and UIF Contributions				829	825	825	825	888	943	999
Medical Aid Contributions				312	296	296	296	318	338	358
Overtime				146	152	152	152	164	174	184
Performance Bonus			1 138	963	1 005	1 005	1 005	1 082	1 149	1 217
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances				8	8	8	8	9	10	10
Other benefits and allowances			1 724	339	329	329	329	354	376	398
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			18 239	15 920	15 027	14 927	14 927	15 918	16 914	17 948
% increase	4			(12.7%)	(5.6%)	(0.7%)		6.6%	6.3%	6.1%
Total Parent Municipality			24 324	21 871	19 437	19 437	19 437	21 116	22 435	23 795
% increase	4			(10.1%)	(11.1%)			8.6%	6.2%	6.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			24 324	21 871	19 437	19 437	19 437	21 116	22 435	23 795
% increase	4			(10.1%)	(11.1%)			8.6%	6.2%	6.1%
TOTAL MANAGERS AND STAFF	5		22 444	19 898	17 352	17 252	17 252	18 716	19 885	21 095

Northern Cape: Khai-Ma(NC067) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 256	1 231	1 318	1 318	1 449	1 449	1 585	1 696	1 831
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		99	94	439	439	473	473	528	565	610
Cellphone Allowance		419	410	101	101	154	154	146	156	169
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 774	1 736	1 858	1 858	2 076	2 076	2 259	2 417	2 611
% increase	4		(2.1%)	7.0%		11.7%		8.8%	7.0%	8.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 190	712	780	1 559	1 559	1 559	2 677	2 870	3 068
Pension and UIF Contributions		63	166	199	74	74	74	60	64	69
Medical Aid Contributions		46	70	126	56	56	56	48	51	55
Overtime										
Performance Bonus		106	43	112	141	141	141	28	30	32
Motor Vehicle Allowance		397	232	325	308	308	308	125	134	143
Cellphone Allowance		33	14	43				18	18	19
Housing Allowances		11	21							
Other benefits and allowances					161	161	161	191	206	223
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 846	1 258	1 585	2 299	2 299	2 299	3 147	3 373	3 608
% increase	4		(31.8%)	25.9%	45.1%			36.9%	7.2%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		5 418	7 288	9 210	10 196	9 512	9 512	10 081	10 807	11 553
Pension and UIF Contributions		992	837	1 240	1 337	1 264	1 264	1 759	1 885	2 015
Medical Aid Contributions		695	191	420	428	429	429	469	535	572
Overtime		324	680	737	830	810	810	1 042	1 085	1 158
Performance Bonus		417	469	741	738	718	718	773	828	885
Motor Vehicle Allowance		90		62	90	126	126	183	196	210
Cellphone Allowance		26	6	24						
Housing Allowances		14	64	4	15	15	15	21	23	24
Other benefits and allowances		1 122	2	1 188	1 090	1 351	1 351	1 320	1 415	1 512
Payments in lieu of leave		170	139	272	345	345	345	321	344	368
Long service awards			15		30	61	61	61	65	70
Post-retirement benefit obligations			196	439	461	461	461	438	527	
Sub Total - Other Municipal Staff		9 268	9 888	14 337	15 559	15 092	15 092	16 467	17 710	18 367
% increase	4		6.7%	45.0%	8.5%	(3.0%)		9.1%	7.6%	3.7%
Total Parent Municipality		12 888	12 883	17 779	19 716	19 467	19 467	21 873	23 501	24 586
% increase	4			38.0%	10.9%	(1.3%)		12.4%	7.4%	4.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		12 888	12 883	17 779	19 716	19 467	19 467	21 873	23 501	24 586
% increase	4			38.0%	10.9%	(1.3%)		12.4%	7.4%	4.6%
TOTAL MANAGERS AND STAFF	5	11 114	11 147	15 921	17 858	17 391	17 391	19 614	21 083	21 975

Northern Cape: Namakwa(DC6) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 849	1 981	2 162	2 295	2 282	2 282			
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		488	441	421	530	530	530			
Sub Total - Councillors		2 337	2 422	2 583	2 825	2 812	2 812			
% increase	4		3.7%	6.6%	9.4%	(0.5%)		(100.0%)		
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 053	2 993		2 659	2 659	2 659			
Pension and UIF Contributions		465	450		349	349	349			
Medical Aid Contributions		310	186		112	112	112			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		847	624		492	492	492			
Cellphone Allowance		60	60		42	42	42			
Housing Allowances		80	80		31	31	31			
Other benefits and allowances		249	256		229	229	229			
Payments in lieu of leave		51								
Long service awards		66								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 180	4 649		3 914	3 914	3 914			
% increase	4		(10.2%)	(100.0%)				(100.0%)		
Other Municipal Staff										
Basic Salaries and Wages		10 170	20 392		18 313	17 775	17 775			
Pension and UIF Contributions		476	2 560		2 981	2 774	2 774			
Medical Aid Contributions		317	503		2 680	2 875	2 875			
Overtime		280	425		204	271	271			
Performance Bonus			1 320		1 408	1 297	1 297			
Motor Vehicle Allowance		670	2 044		1 963	1 945	1 945			
Cellphone Allowance			(16)		12	12	12			
Housing Allowances		292	555		613	558	558			
Other benefits and allowances		720	(256)		(229)	(229)	(229)			
Payments in lieu of leave		28								
Long service awards		67	104		127	135	135			
Post-retirement benefit obligations		210	312		365	365	365			
Sub Total - Other Municipal Staff		13 230	27 942		28 439	27 779	27 779			
% increase	4		111.2%	(100.0%)		(2.3%)		(100.0%)		
Total Parent Municipality		20 747	35 014	2 583	35 177	34 504	34 504			
% increase	4		68.8%	(92.6%)	1261.9%	(1.9%)		(100.0%)		
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		20 747	35 014	2 583	35 177	34 504	34 504			
% increase	4		68.8%	(92.6%)	1261.9%	(1.9%)		(100.0%)		
TOTAL MANAGERS AND STAFF	5	18 410	32 591		32 352	31 693	31 693			

Northern Cape: Ubuntu(NC071) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 422	1 485	1 561	1 631	1 631	1 631	1 745	1 829	2 041
Pension and UIF Contributions		172	184	192	221	221	221	235	252	252
Medical Aid Contributions										
Motor Vehicle Allowance		482	529	554	617	617	617	660	705	705
Cellphone Allowance		118	163	213	207	207	207	222	237	237
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 194	2 359	2 520	2 676	2 676	2 676	2 862	3 024	3 235
% increase	4		7.5%	6.8%	6.2%			6.9%	5.7%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 458	6 537	7 105	7 358	6 908	6 908	7 199	7 703	8 242
Pension and UIF Contributions		1 302	1 370	1 281	1 398	1 383	1 383	1 480	1 583	1 694
Medical Aid Contributions		280	244	232	254	514	514	549	588	629
Overtime		98	92	190	209	259	259	277	296	317
Performance Bonus		299	697	361	360	348	348	372	398	426
Motor Vehicle Allowance		942	991	881	960	1 030	1 030	1 102	1 180	1 262
Cellphone Allowance		36	38	33	36	36	36	39	41	44
Housing Allowances		23	20	21	23	35	35	37	40	42
Other benefits and allowances		5	5	5	6	6	6	6	6	7
Payments in lieu of leave		682	61	105	43	233	233	250	267	286
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		10 124	10 055	10 213	10 646	10 751	10 751	11 311	12 103	12 950
% increase	4		(0.7%)	1.6%	4.2%	1.0%		5.2%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		9 397	10 223	11 153	11 803	12 439	12 439	13 297	14 214	15 194
Pension and UIF Contributions		1 349	1 523	1 993	2 119	2 119	2 119	2 267	2 426	2 596
Medical Aid Contributions		121	162	175	183	183	183	196	210	224
Overtime		1 116	1 397	1 762	1 950	1 570	1 570	1 680	1 797	1 923
Performance Bonus		585	658	795	766	696	696	744	797	852
Motor Vehicle Allowance		64	64	64	68	68	68	73	78	84
Cellphone Allowance		9	7	5	6	6	6	6	7	7
Housing Allowances		14	10	10	11	26	26	28	30	32
Other benefits and allowances		219	242	(21)	289	381	381	408	436	467
Payments in lieu of leave		84	78	135	49	49	49	53	56	60
Long service awards		100	75	91		90	90	96	103	110
Post-retirement benefit obligations		165	230	172	440	440	440	471	504	539
Sub Total - Other Municipal Staff		13 223	14 670	16 335	17 684	18 067	18 067	19 319	20 657	22 089
% increase	4		10.9%	11.3%	8.3%	2.2%		6.9%	6.9%	6.9%
Total Parent Municipality		25 541	27 085	29 068	31 006	31 494	31 494	33 491	35 784	38 274
% increase	4		6.0%	7.3%	6.7%	1.6%		6.3%	6.8%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 541	27 085	29 068	31 006	31 494	31 494	33 491	35 784	38 274
% increase	4		6.0%	7.3%	6.7%	1.6%		6.3%	6.8%	7.0%
TOTAL MANAGERS AND STAFF	5	23 347	24 726	26 548	28 330	28 818	28 818	30 630	32 760	35 039

Northern Cape: Umsobomvu(NC072) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 084	2 694		3 092	3 122	3 122	3 246	3 246	3 246
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		267	205							
Cellphone Allowance		137	140							
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 488	3 039		3 092	3 122	3 122	3 246	3 246	3 246
% increase	4		22.1%	(100.0%)		1.0%		4.0%		
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 186	2 727		2 850	2 888	2 888	3 091	3 374	3 683
Pension and UIF Contributions		6								
Medical Aid Contributions										
Overtime										
Performance Bonus		279	301		336	336	336	309	337	368
Motor Vehicle Allowance		372	362		513	513	513	546	585	628
Cellphone Allowance										
Housing Allowances			10		13	13	13	13	15	16
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 842	3 401		3 712	3 750	3 750	3 959	4 311	4 695
% increase	4		19.7%	(100.0%)		1.0%		5.6%	8.9%	8.9%
Other Municipal Staff										
Basic Salaries and Wages		21 285	19 812		27 361	27 723	27 723	31 250	34 113	37 244
Pension and UIF Contributions		3 036	3 872		4 770	4 937	4 937	5 379	5 861	6 386
Medical Aid Contributions		511	752		847	806	806	879	958	1 044
Overtime		1 226	999		1 050	2 126	2 126	2 398	2 586	2 789
Performance Bonus			(301)							
Motor Vehicle Allowance		724				(3)	(3)			
Cellphone Allowance										
Housing Allowances		45				5	5	5	6	6
Other benefits and allowances		571	690		577	588	588	668	727	791
Payments in lieu of leave		1 387	5 045		1 970	2 039	2 039	2 338	2 548	2 777
Long service awards										
Post-retirement benefit obligations		1 356	341		341	341	341	341	341	341
Sub Total - Other Municipal Staff		30 142	31 209		36 916	38 562	38 562	43 257	47 138	51 378
% increase	4		3.5%	(100.0%)		4.5%		12.2%	9.0%	9.0%
Total Parent Municipality		35 472	37 649		43 719	45 434	45 434	50 462	54 695	59 320
% increase	4		6.1%	(100.0%)		3.9%		11.1%	8.4%	8.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 472	37 649		43 719	45 434	45 434	50 462	54 695	59 320
% increase	4		6.1%	(100.0%)		3.9%		11.1%	8.4%	8.5%
TOTAL MANAGERS AND STAFF	5	32 983	34 610		40 628	42 312	42 312	47 216	51 449	56 073

Northern Cape: Emthanjeni(NC073) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 475	2 920	2 962	3 170	3 170	3 170	3 451	3 508	3 753
Pension and UIF Contributions			338							
Medical Aid Contributions			38							
Motor Vehicle Allowance		825	629	985	1 051	1 051	1 051	1 150	1 169	1 251
Cellphone Allowance		183	198	314	313	313	313	395	394	422
Housing Allowances										
Other benefits and allowances		20	34		47	47	47	51	51	55
Sub Total - Councillors		3 503	4 157	4 261	4 580	4 580	4 580	5 046	5 122	5 481
% increase	4		18.7%	2.5%	7.5%			10.2%	1.5%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 660	3 102	3 369	3 442	3 442	3 442	3 833	4 247	4 672
Pension and UIF Contributions		441	469	560	608	608	608	672	706	776
Medical Aid Contributions		90	132	159	110	110	110	115	127	139
Overtime										
Performance Bonus			475							
Motor Vehicle Allowance		728	588	847	814	814	814	755	835	919
Cellphone Allowance		47	177	151	155	155	155	138	164	192
Housing Allowances										
Other benefits and allowances		575	168	217	240	240	240	268	257	271
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 541	5 112	5 303	5 370	5 370	5 370	5 781	6 336	6 970
% increase	4		12.6%	3.7%	1.3%			7.6%	9.6%	10.0%
Other Municipal Staff										
Basic Salaries and Wages		36 570	35 534	43 450	46 748	46 748	46 748	48 768	50 950	54 051
Pension and UIF Contributions		6 750	6 403	7 592	8 057	8 057	8 057	8 721	9 014	9 915
Medical Aid Contributions		2 605	2 140	1 505	1 614	1 614	1 614	1 810	1 991	2 190
Overtime		419	2 262	2 070	2 006	2 006	2 006	1 477	2 367	2 514
Performance Bonus			2 993							
Motor Vehicle Allowance		892	1 269	892	1 050	1 050	1 050	1 124	1 310	1 441
Cellphone Allowance			254	168	207	207	207	233	231	241
Housing Allowances		785	1 124	702	733	733	733	687	797	820
Other benefits and allowances		189	2 436	1 230	963	963	963	1 179	1 364	1 664
Payments in lieu of leave			366							
Long service awards										
Post-retirement benefit obligations		683		54	56	56	56	58	61	64
Sub Total - Other Municipal Staff		48 893	54 781	57 662	61 434	61 434	61 434	64 057	68 085	72 899
% increase	4		12.0%	5.3%	6.5%			4.3%	6.3%	7.1%
Total Parent Municipality		56 937	64 051	67 226	71 384	71 384	71 384	74 884	79 543	85 350
% increase	4		12.5%	5.0%	6.2%			4.9%	6.2%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 937	64 051	67 226	71 384	71 384	71 384	74 884	79 543	85 350
% increase	4		12.5%	5.0%	6.2%			4.9%	6.2%	7.3%
TOTAL MANAGERS AND STAFF	5	53 434	59 894	62 965	66 804	66 804	66 804	69 838	74 421	79 869

Northern Cape: Kareeberg(NC074) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 280	1 347	1 313	1 426	1 426	1 426	1 773	1 879	1 992
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		412	430	471	475	475	475	566	600	636
Cellphone Allowance		92	136	136	161	161	161	161	177	194
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 784	1 913	1 919	2 062	2 062	2 062	2 499	2 656	2 822
% increase	4		7.2%	0.3%	7.4%			21.2%	6.3%	6.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 244	2 307	2 433	2 912	2 912	2 912	3 250	3 568	3 906
Pension and UIF Contributions		303	332	362	418	418	418	460	504	551
Medical Aid Contributions		111	117	118	139	139	139	151	159	161
Overtime										
Performance Bonus		162	139	146	203	203	203	203	203	203
Motor Vehicle Allowance		385	412	440	466	466	466	502	538	575
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		0	0	0	29	29	29	39	40	42
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 205	3 308	3 499	4 166	4 166	4 166	4 605	5 010	5 437
% increase	4		3.2%	5.8%	19.1%			10.5%	8.8%	8.5%
Other Municipal Staff										
Basic Salaries and Wages		6 988	7 403	10 073	9 114	11 796	11 796	12 198	13 066	14 131
Pension and UIF Contributions		1 124	1 218	1 248	1 505	1 505	1 505	1 708	1 870	1 986
Medical Aid Contributions		320	342	323	486	486	486	493	546	578
Overtime		320	304	496	300	300	300	300	300	300
Performance Bonus										
Motor Vehicle Allowance		66	69	73	77	77	77	83	89	96
Cellphone Allowance										
Housing Allowances		10	10	11	9	9	9	143	143	143
Other benefits and allowances		81	92	93	506	506	506	681	688	724
Payments in lieu of leave										
Long service awards		104	93	32						
Post-retirement benefit obligations		246	398	406	719	719	719	791	870	957
Sub Total - Other Municipal Staff		9 259	9 929	12 754	12 716	15 398	15 398	16 397	17 571	18 915
% increase	4		7.2%	28.5%	(0.3%)	21.1%		6.5%	7.2%	7.6%
Total Parent Municipality		14 248	15 150	18 172	18 944	21 626	21 626	23 501	25 238	27 174
% increase	4		6.3%	20.0%	4.2%	14.2%		8.7%	7.4%	7.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		14 248	15 150	18 172	18 944	21 626	21 626	23 501	25 238	27 174
% increase	4		6.3%	20.0%	4.2%	14.2%		8.7%	7.4%	7.7%
TOTAL MANAGERS AND STAFF	5	12 463	13 237	16 253	16 881	19 563	19 563	21 002	22 582	24 352

Northern Cape: Renosterberg(NC075) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			990	1 344	2 257	2 257	2 257	1 676	1 681	1 596
Pension and UIF Contributions			10	13	17	17	17	158	158	168
Medical Aid Contributions					87	87	87			
Motor Vehicle Allowance			248	336	265	265	265	516	516	549
Cellphone Allowance			95	94	61	61	61			
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			1 343	1 787	2 687	2 687	2 687	2 350	2 354	2 312
% increase	4			33.1%	50.3%			(12.5%)	0.2%	(1.8%)
Senior Managers of the Municipality	2									
Basic Salaries and Wages			1 677	2 227	1 200	1 200	1 200	1 124	1 214	1 259
Pension and UIF Contributions			131	290	3	3	3	4	4	3
Medical Aid Contributions					34	34	34	42	45	36
Overtime										
Performance Bonus			58	127				57	61	61
Motor Vehicle Allowance									103	98
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				15				4	4	3
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			1 866	2 659	1 237	1 237	1 237	1 231	1 432	1 461
% increase	4			42.5%	(53.5%)			(0.5%)	16.4%	2.0%
Other Municipal Staff										
Basic Salaries and Wages			9 321	11 089	15 778	15 778	15 778	12 819	14 440	16 452
Pension and UIF Contributions			1 743	1 969	137	137	137	2 659	2 607	2 192
Medical Aid Contributions			153	841	330	330	330	462	434	395
Overtime				393	473	473	473	330	330	503
Performance Bonus			757	861	1 033	1 033	1 033	977	997	1 020
Motor Vehicle Allowance					447	447	447		377	367
Cellphone Allowance					61	61	61	61	66	64
Housing Allowances										
Other benefits and allowances				220				145	148	126
Payments in lieu of leave										
Long service awards				39						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			11 973	15 412	18 259	18 259	18 259	17 453	19 398	21 117
% increase	4			28.7%	18.5%			(4.4%)	11.1%	8.9%
Total Parent Municipality			15 182	19 858	22 182	22 182	22 182	21 034	23 185	24 890
% increase	4			30.8%	11.7%			(5.2%)	10.2%	7.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			15 182	19 858	22 182	22 182	22 182	21 034	23 185	24 890
% increase	4			30.8%	11.7%			(5.2%)	10.2%	7.4%
TOTAL MANAGERS AND STAFF	5		13 839	18 071	19 496	19 496	19 496	18 684	20 831	22 578

Northern Cape: Thembelihle(NC076) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 174	1 710	2 260	1 813	1 979	1 979	2 118	2 287	2 493
Pension and UIF Contributions		142	58	74	253	256	256	274	295	166
Medical Aid Contributions		60	34	40	134	132	132	141	152	322
Motor Vehicle Allowance		330	128	97	270	270	270	288	312	340
Cellphone Allowance		97	19	27	337	171	171	183	198	216
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 803	1 949	2 498	2 808	2 808	2 808	3 004	3 244	3 536
% increase	4		8.1%	28.2%	12.4%			7.0%	8.0%	9.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 724	1 478	1 641	2 056	2 056	2 056	2 351	2 515	2 692
Pension and UIF Contributions		90	206	224	375	375	375	367	393	420
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		360	440	312	574	300	300	552	591	632
Cellphone Allowance		1	15	4	43	43	43	50	54	57
Housing Allowances		76								
Other benefits and allowances			170							
Payments in lieu of leave		71		43						
Long service awards		5								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 328	2 309	2 223	3 048	2 774	2 774	3 320	3 553	3 801
% increase	4		(0.8%)	(3.7%)	37.1%	(9.0%)		19.7%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		9 264	10 433	12 994	12 847	13 673	13 673	14 367	15 540	16 989
Pension and UIF Contributions		1 899	1 721	2 093	2 399	1 967	1 967	2 168	2 345	2 564
Medical Aid Contributions		383	573	619	853	752	752	715	772	842
Overtime		796	1 097	1 706	1 109	1 204	1 204	1 061	1 151	1 267
Performance Bonus		413			1 301	960	960	1 051	1 136	1 238
Motor Vehicle Allowance		31	83	94	96					
Cellphone Allowance		35	24	67		(14)	(14)			
Housing Allowances		8	18	29	5	47	47	50	54	59
Other benefits and allowances		82	1 698	1 895	99	8	8	85	92	102
Payments in lieu of leave		12	360	444	161	623	623	667	720	785
Long service awards		28	397	23				4	4	4
Post-retirement benefit obligations					59	702	702	790	853	930
Sub Total - Other Municipal Staff		12 952	16 404	19 964	18 928	19 921	19 921	20 958	22 667	24 778
% increase	4		26.7%	21.7%	(5.2%)	5.2%		5.2%	8.2%	9.3%
Total Parent Municipality		17 083	20 661	24 686	24 784	25 503	25 503	27 282	29 464	32 116
% increase	4		20.9%	19.5%	0.4%	2.9%		7.0%	8.0%	9.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		17 083	20 661	24 686	24 784	25 503	25 503	27 282	29 464	32 116
% increase	4		20.9%	19.5%	0.4%	2.9%		7.0%	8.0%	9.0%
TOTAL MANAGERS AND STAFF	5	15 280	18 712	22 188	21 976	22 695	22 695	24 278	26 220	28 580

Northern Cape: Siyathemba(NC077) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 531	1 866	1 683	2 145	2 203	2 518	2 543	2 568	2 594
Pension and UIF Contributions		45	40		48			57	58	58
Medical Aid Contributions										
Motor Vehicle Allowance		319	360	218	415		312	328	339	351
Cellphone Allowance		54	110	167	128		167	169	170	172
Housing Allowances										
Other benefits and allowances		1	5		5					
Sub Total - Councillors		1 949	2 381	2 068	2 741	2 203	2 996	3 096	3 135	3 175
% increase	4		22.1%	(13.2%)	32.6%	(19.6%)	36.0%	3.3%	1.3%	1.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 364	2 529	2 529	2 706		2 429	2 623	2 833	3 060
Pension and UIF Contributions		263	281	281	301		446	481	520	561
Medical Aid Contributions		225	241	241	257		65	70	76	82
Overtime										
Performance Bonus							203	219	236	255
Motor Vehicle Allowance		436	466	466	499		464	501	541	584
Cellphone Allowance		24	26	26	28		20	20	20	20
Housing Allowances		24	26	26	27					
Other benefits and allowances							75	81	87	94
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 336	3 569	3 569	3 818		3 700	3 995	4 313	4 656
% increase	4		7.0%		7.0%	(100.0%)		8.0%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		17 015	20 698	23 147	24 613	28 271	18 719	21 560	23 043	24 628
Pension and UIF Contributions		2 519	3 764	4 226	4 495		3 131	4 378	4 680	5 003
Medical Aid Contributions		268	376	427	452		1 039	1 054	1 127	1 205
Overtime		1 243	877	896	954		627	801	857	917
Performance Bonus		1	300	280	335		1 817	1 989	2 126	2 273
Motor Vehicle Allowance		514	1 235	1 089	1 156		632	944	1 005	1 070
Cellphone Allowance		14	11	29	31		197	228	244	262
Housing Allowances		36	129	183	195		309	366	392	420
Other benefits and allowances		2 303	2 899	3 225	3 446		1 838	1 780	1 899	2 026
Payments in lieu of leave							346	534	572	612
Long service awards		345	279	300	321		232	227	243	260
Post-retirement benefit obligations		1 792	1 711	1 822	1 940		1 952	2 079	2 225	2 382
Sub Total - Other Municipal Staff		26 050	32 279	35 624	37 938	28 271	30 840	35 941	38 414	41 056
% increase	4		23.9%	10.4%	6.5%	(25.5%)	9.1%	16.5%	6.9%	6.9%
Total Parent Municipality		31 335	38 229	41 261	44 497	30 474	37 537	43 032	45 862	48 887
% increase	4		22.0%	7.9%	7.8%	(31.5%)	23.2%	14.6%	6.6%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		31 335	38 229	41 261	44 497	30 474	37 537	43 032	45 862	48 887
% increase	4		22.0%	7.9%	7.8%	(31.5%)	23.2%	14.6%	6.6%	6.6%
TOTAL MANAGERS AND STAFF	5	29 386	35 848	39 193	41 756	28 271	34 541	39 936	42 726	45 712

Northern Cape: Siyancuma(NC078) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 074	2 886	2 324	2 892	3 200	3 200	3 079	3 233	3 459
Pension and UIF Contributions		1								
Medical Aid Contributions										
Motor Vehicle Allowance		832	200	1 033						
Cellphone Allowance		159	202	269	230	240	240	262	275	294
Housing Allowances										
Other benefits and allowances			100		40	40	40			
Sub Total - Councillors		3 066	3 388	3 626	3 162	3 480	3 480	3 341	3 508	3 754
% increase	4		10.5%	7.0%	(12.8%)	10.1%		(4.0%)	5.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 926	2 070	2 343	2 602	2 273	2 273	2 338	2 451	2 623
Pension and UIF Contributions		243	414	536	444	311	311	319	335	358
Medical Aid Contributions					137	105	105	108	113	121
Overtime										
Performance Bonus										
Motor Vehicle Allowance		471	368	374	439	336	336	345	362	387
Cellphone Allowance		17	21	21	31	31	31	32	33	36
Housing Allowances		27	36	37	36	42	42	43	45	48
Other benefits and allowances				322	40	15	15	15	16	17
Payments in lieu of leave		86	42		65					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 770	2 951	3 633	3 795	3 111	3 111	3 200	3 355	3 591
% increase	4		6.5%	23.1%	4.5%	(18.0%)		2.9%	4.8%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		22 707	23 786	25 308	33 444	26 681	26 681	28 675	30 132	32 253
Pension and UIF Contributions		2 462	2 986	3 175	5 864	3 740	3 740	4 313	4 526	4 843
Medical Aid Contributions		903	1 030	1 195	2 274	1 729	1 729	1 986	2 085	2 231
Overtime		1 632	2 711	3 755	2 753	3 733	3 733	1 440	1 512	1 618
Performance Bonus										
Motor Vehicle Allowance		1 820	1 668	1 691	2 290	1 768	1 768	1 999	2 100	2 247
Cellphone Allowance		64	83	80	126	126	126	92	95	101
Housing Allowances		255	238	198	368	376	376	529	551	590
Other benefits and allowances		1 625	1 969	2 343	2 697	2 316	2 316	2 435	2 467	2 639
Payments in lieu of leave		1 154	783	427	481	450	450	350	368	393
Long service awards		138	130	135	451	353	353	230	246	264
Post-retirement benefit obligations		377	379	400				402	422	452
Sub Total - Other Municipal Staff		33 137	35 764	38 707	50 747	41 273	41 273	42 453	44 504	47 630
% increase	4		7.9%	8.2%	31.1%	(18.7%)		2.9%	4.8%	7.0%
Total Parent Municipality		38 973	42 103	45 966	57 704	47 864	47 864	48 994	51 367	54 974
% increase	4		8.0%	9.2%	25.5%	(17.1%)		2.4%	4.8%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 973	42 103	45 966	57 704	47 864	47 864	48 994	51 367	54 974
% increase	4		8.0%	9.2%	25.5%	(17.1%)		2.4%	4.8%	7.0%
TOTAL MANAGERS AND STAFF	5	35 907	38 715	42 340	54 542	44 384	44 384	45 653	47 859	51 221

Northern Cape: Pixley Ka Seme (Nc)(DC7) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 136	3 336		3 816	3 726	3 726	3 039	3 215	3 402
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		42								
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 178	3 336		3 816	3 726	3 726	3 039	3 215	3 402
% increase	4		5.0%	(100.0%)		(2.4%)		(18.4%)	5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 602	2 913	4 167	4 030	3 867	3 867	4 030	4 232	4 443
Pension and UIF Contributions		525	517	618	586	629	629	586	615	646
Medical Aid Contributions		13	13							
Overtime										
Performance Bonus		684	301	301	267	285	285	267	281	295
Motor Vehicle Allowance		647	562	562	433	306	306	433	454	477
Cellphone Allowance		36	36							
Housing Allowances										
Other benefits and allowances		162								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 668	4 343	5 649	5 315	5 087	5 087	5 315	5 582	5 861
% increase	4		(23.4%)	30.1%	(5.9%)	(4.3%)		4.5%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		8 846	7 679	5 649	9 131	8 813	8 813	8 354	8 797	9 263
% increase	4		(13.2%)	(26.4%)	61.6%	(3.5%)		(5.2%)	5.3%	5.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		8 846	7 679	5 649	9 131	8 813	8 813	8 354	8 797	9 263
% increase	4		(13.2%)	(26.4%)	61.6%	(3.5%)		(5.2%)	5.3%	5.3%
TOTAL MANAGERS AND STAFF	5	5 668	4 343	5 649	5 315	5 087	5 087	5 315	5 582	5 861

Northern Cape: !Kai! Garib(NC082) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 009	4 704	4 961	4 937	6 496	5 163	6 037	5 036	5 187
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 009	4 704	4 961	4 937	6 496	5 163	6 037	5 036	5 187
% increase	4		(6.1%)	5.5%	(0.5%)	31.6%	(20.5%)	16.9%	(16.6%)	3.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 006	3 524	3 753	4 158	4 158	4 158	4 231	4 443	4 665
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 006	3 524	3 753	4 158	4 158	4 158	4 231	4 443	4 665
% increase	4		17.2%	6.5%	10.8%			1.8%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		34 743	46 052	54 632	52 851	56 059	54 394	60 754	56 557	60 483
Pension and UIF Contributions		6 322	6 989	9 486	(1 405)	10 294	10 677	11 117	11 800	12 565
Medical Aid Contributions		735	916	1 126	1 305	1 443	1 354	1 559	1 396	1 491
Overtime		5 162	5 822	6 261	5 000	3 519	5 252	3 800	5 350	5 714
Performance Bonus		4 348	6 584	3 967	4 743	5 066	4 780	5 024	5 075	5 421
Motor Vehicle Allowance		1 471	1 956	3 236	4 099	3 778	3 910	3 872	4 386	4 685
Cellphone Allowance		44	1 070	1 545	1 500	1 872	1 693	2 022	1 605	1 714
Housing Allowances										
Other benefits and allowances		1 168								
Payments in lieu of leave		2 284	4 043	1 623		276	141	298		
Long service awards		753	1 093	346						
Post-retirement benefit obligations		2 576	373	291	200	333	272	360	214	229
Sub Total - Other Municipal Staff		59 606	74 898	82 513	68 294	82 640	82 473	88 806	86 383	92 300
% increase	4		25.7%	10.2%	(17.2%)	21.0%	(0.2%)	7.7%	(2.7%)	6.8%
Total Parent Municipality		67 621	83 126	91 227	77 388	93 294	91 794	99 075	95 862	102 152
% increase	4		22.9%	9.7%	(15.2%)	20.6%	(1.6%)	7.9%	(3.2%)	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		67 621	83 126	91 227	77 388	93 294	91 794	99 075	95 862	102 152
% increase	4		22.9%	9.7%	(15.2%)	20.6%	(1.6%)	7.9%	(3.2%)	6.6%
TOTAL MANAGERS AND STAFF	5	62 612	78 422	86 266	72 451	86 798	86 631	93 038	90 826	96 965

Northern Cape: !Kheis(NC084) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					1 731			1 862	1 981	2 108
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					102			156	166	177
Housing Allowances										
Other benefits and allowances					473			515	548	583
Sub Total - Councillors					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
TOTAL MANAGERS AND STAFF	5									

Northern Cape: Tsantsabane(NC085) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 760	1 868	2 235	2 199	2 199	2 199	2 206	2 357	2 519
Pension and UIF Contributions		204								
Medical Aid Contributions										
Motor Vehicle Allowance		546	624	709	603	603	603	713	762	814
Cellphone Allowance		116	159		269	269	269	285	305	326
Housing Allowances										
Other benefits and allowances			181							
Sub Total - Councillors		2 626	2 831	2 944	3 071	3 071	3 071	3 205	3 423	3 659
% increase	4		7.8%	4.0%	4.3%			4.4%	6.8%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 291	2 333	4 800	5 150	5 150	5 150	5 327	5 689	6 088
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		337			721	721	721	346	369	395
Motor Vehicle Allowance			976							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			857	78						
Payments in lieu of leave			118							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 628	4 284	4 878	5 871	5 871	5 871	5 673	6 059	6 483
% increase	4		18.1%	13.9%	20.4%			(3.4%)	6.8%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		24 260	27 425	27 953	34 907	35 043	35 043	38 495	41 112	43 942
Pension and UIF Contributions		4 159	4 381	4 500	5 998	5 998	5 998	7 085	7 567	8 089
Medical Aid Contributions		2 649	1 719	1 862	2 607	2 607	2 607	1 940	2 071	2 214
Overtime		3 611	4 440	4 500	5 895	5 895	5 895	9 322	9 956	10 643
Performance Bonus										
Motor Vehicle Allowance		2 264	2 927	4 370	4 250	4 250	4 250	5 713	6 102	6 523
Cellphone Allowance		175	17	4	158	158	158	463	495	529
Housing Allowances		128	64	70	130	130	130	2 021	2 169	2 318
Other benefits and allowances		5 047	2 397	2 586	3 876	3 876	3 876	4 012	4 274	4 570
Payments in lieu of leave		397								
Long service awards		11			52	52	52	6	6	7
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		42 702	43 370	45 846	57 873	58 009	58 009	69 057	73 753	78 836
% increase	4		1.6%	5.7%	26.2%	0.2%		19.0%	6.8%	6.9%
Total Parent Municipality		48 956	50 485	53 668	66 815	66 951	66 951	77 935	83 234	88 978
% increase	4		3.1%	6.3%	24.5%	0.2%		16.4%	6.8%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 956	50 485	53 668	66 815	66 951	66 951	77 935	83 234	88 978
% increase	4		3.1%	6.3%	24.5%	0.2%		16.4%	6.8%	6.9%
TOTAL MANAGERS AND STAFF	5	46 330	47 654	50 724	63 744	63 880	63 880	74 730	79 811	85 319

Northern Cape: Kgatelopele(NC086) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 909	1 899	2 142	1 413			2 706	2 901	3 101
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					147			167	179	191
Housing Allowances			101	129						
Other benefits and allowances		8	16	20						
Sub Total - Councillors		1 917	2 016	2 291	1 560			2 873	3 080	3 292
% increase	4		5.2%	13.6%	(31.9%)	(100.0%)			7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					2 225			2 293	2 532	2 707
Pension and UIF Contributions					233			251	269	288
Medical Aid Contributions					34			36	39	42
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								36	39	42
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					2 493			2 616	2 878	3 078
% increase	4					(100.0%)			10.0%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		7 202	8 656	9 876	13 303			14 680	15 665	16 745
Pension and UIF Contributions		1 231	1 220	1 560	2 810			2 161	2 317	2 477
Medical Aid Contributions		517	568	529	1 440			1 051	1 127	1 204
Overtime		740	732	810	417			1 056	1 132	1 211
Performance Bonus		67	23		1 126					
Motor Vehicle Allowance		651	186	184						
Cellphone Allowance		101			180			168	179	191
Housing Allowances		19	3	8	3			37	39	42
Other benefits and allowances		896	818	1 211	400			3 333	3 573	3 820
Payments in lieu of leave		21			320			166	177	190
Long service awards					72			23	25	26
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		11 445	12 206	14 178	20 071			22 676	24 236	25 906
% increase	4		6.6%	16.2%	41.6%	(100.0%)			6.9%	6.9%
Total Parent Municipality		13 362	14 222	16 469	24 124			28 165	30 194	32 276
% increase	4		6.4%	15.8%	46.5%	(100.0%)			7.2%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 362	14 222	16 469	24 124			28 165	30 194	32 276
% increase	4		6.4%	15.8%	46.5%	(100.0%)			7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	11 445	12 206	14 178	22 564			25 292	27 114	28 984

Northern Cape: Dawid Kruiper(NC087) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								9 149	10 743	11 408
Pension and UIF Contributions								1 632	711	753
Medical Aid Contributions								10 781	11 453	12 162
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								6 962	7 380	7 823
Sub Total - Councillors								880	932	988
% increase	4								6.0%	6.0%
Senior Managers of the Municipality	2							1 086	1 169	1 239
Basic Salaries and Wages								1 046	1 109	1 175
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime								43	46	49
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances								10 133	10 759	11 404
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								158 060	167 582	177 732
Sub Total - Senior Managers of Municipality								26 055	27 709	29 389
% increase	4								6.3%	6.1%
Other Municipal Staff								17		
Basic Salaries and Wages								3 000	3 190	3 389
Pension and UIF Contributions										
Medical Aid Contributions								2 045	2 177	2 310
Overtime								8 106	8 592	9 107
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances								223 693	237 250	251 615
Other benefits and allowances										
Payments in lieu of leave										
Long service awards								244 607	259 463	275 181
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								244 607	259 463	275 181
% increase	4								6.1%	6.1%
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Northern Cape: Z F Mgcawu(DC8) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 131	2 286		2 099	2 183	2 183	2 860	3 031	3 183
Pension and UIF Contributions		32	32		50	52	52			
Medical Aid Contributions										
Motor Vehicle Allowance		651	663		815	847	847	825	874	918
Cellphone Allowance		96	96		170	177	177	125		
Housing Allowances										
Other benefits and allowances					442	434	434	29	163	171
Sub Total - Councillors		2 910	3 078		3 575	3 692	3 692	3 839	4 069	4 272
% increase	4		5.8%	(100.0%)		3.3%		4.0%	6.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 465	1 602		1 946	1 946	1 946	2 356	2 474	2 598
Pension and UIF Contributions		80	164		285	285	285	271	285	299
Medical Aid Contributions					164	164	164	85	91	95
Overtime										
Performance Bonus		371	381		547	547	547	530	562	596
Motor Vehicle Allowance		916	868		1 513	1 513	1 513	1 737	1 824	1 915
Cellphone Allowance										
Housing Allowances					31	31	31	31	31	31
Other benefits and allowances		201	86		104	104	104	48	50	53
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 033	3 100		4 589	4 589	4 589	5 059	5 317	5 587
% increase	4		2.2%	(100.0%)				10.2%	5.1%	5.1%
Other Municipal Staff										
Basic Salaries and Wages		22 757	24 429		25 233	24 219	24 219	25 750	27 319	28 983
Pension and UIF Contributions		1 829	2 231		4 223	4 531	4 531	4 912	5 210	5 470
Medical Aid Contributions		1 475	1 044		2 021	2 167	2 167	1 543	1 635	1 717
Overtime										
Performance Bonus		341	418							
Motor Vehicle Allowance		2 004	2 468		2 903	2 645	2 645	3 244	3 206	3 135
Cellphone Allowance								14	15	15
Housing Allowances		259	239		354	324	324	363	363	363
Other benefits and allowances		2 480	1 351		1 440	2 116	2 116	2 740	2 870	3 032
Payments in lieu of leave						84	84	82		
Long service awards								49		
Post-retirement benefit obligations								1 019	1 080	1 134
Sub Total - Other Municipal Staff		31 144	32 180		36 175	36 086	36 086	39 716	41 698	43 850
% increase	4		3.3%	(100.0%)		(0.2%)		10.1%	5.0%	5.2%
Total Parent Municipality		37 086	38 358		44 339	44 367	44 367	48 614	51 084	53 710
% increase	4		3.4%	(100.0%)		0.1%		9.6%	5.1%	5.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 086	38 358		44 339	44 367	44 367	48 614	51 084	53 710
% increase	4		3.4%	(100.0%)		0.1%		9.6%	5.1%	5.1%
TOTAL MANAGERS AND STAFF	5	34 177	35 280		40 764	40 675	40 675	44 775	47 015	49 437

Northern Cape: Sol Plaatje(NC091) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		17 243	12 114	13 557	19 580	14 442	14 442	21 540	22 940	24 316
Pension and UIF Contributions			797	599		660	660			
Medical Aid Contributions			460	494		570	570			
Motor Vehicle Allowance			3 554	3 663		3 816	3 816			
Cellphone Allowance			1 534	1 528		1 513	1 513	1 773	1 888	2 001
Housing Allowances										
Other benefits and allowances					1 785	365	365			
Sub Total - Councillors		17 243	18 459	19 841	21 365	21 365	21 365	23 312	24 828	26 317
% increase	4		7.1%	7.5%	7.7%			9.1%	6.5%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 189	5 130	5 157	8 595	10 513	10 513	6 473	6 864	7 190
Pension and UIF Contributions		790	815	840	1 540	1 118	1 118	994	1 050	1 105
Medical Aid Contributions		208	192	188	214	100	100	126	133	140
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 793	2 008	1 702	2 482	1 805	1 805	1 715	1 814	1 910
Cellphone Allowance			102	102		202	202	178	188	198
Housing Allowances		61	55	55	43	17	17	34	36	37
Other benefits and allowances		599	309	333	1 022	45	45	948	1 000	1 000
Payments in lieu of leave			74	80		60	60	63	66	70
Long service awards			29	29		35	35	9	10	11
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 639	8 713	8 487	13 896	13 896	13 896	10 539	11 162	11 661
% increase	4		0.9%	(2.6%)	63.7%			(24.2%)	5.9%	4.5%
Other Municipal Staff										
Basic Salaries and Wages		230 550	249 375	268 932	316 508	333 798	333 798	345 992	366 150	386 065
Pension and UIF Contributions		35 642	55 411	34 110	51 332	46 761	46 761	55 535	58 767	61 955
Medical Aid Contributions		30 509	29 797	33 539	39 250	31 240	31 240	42 970	45 481	47 959
Overtime		18 532	21 433	24 635	17 635	17 635	17 635	22 845	23 691	24 960
Performance Bonus										
Motor Vehicle Allowance		25 794	28 851	37 074	37 205	32 864	32 864	39 859	42 123	44 333
Cellphone Allowance						1 090	1 090	1 253	1 326	1 397
Housing Allowances		1 867	1 615	1 804	1 926	2 532	2 532	2 825	2 989	3 151
Other benefits and allowances		41 537	40 979	43 182	54 196	60 472	60 472	56 647	59 133	61 649
Payments in lieu of leave			8 664	9 321	10 000	6 322	6 322	11 500	12 190	12 860
Long service awards		8 411	9 075	9 778	12 411	12 077	12 077	13 315	14 088	14 852
Post-retirement benefit obligations		33 947	21 669	(7 561)	42 894	42 894	42 894	41 061	45 424	48 621
Sub Total - Other Municipal Staff		426 789	466 870	454 814	583 358	587 684	587 684	633 801	671 363	707 802
% increase	4		9.4%	(2.6%)	28.3%	0.7%		7.8%	5.9%	5.4%
Total Parent Municipality		452 671	494 042	483 142	618 619	622 945	622 945	667 652	707 352	745 780
% increase	4		9.1%	(2.2%)	28.0%	0.7%		7.2%	5.9%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		452 671	494 042	483 142	618 619	622 945	622 945	667 652	707 352	745 780
% increase	4		9.1%	(2.2%)	28.0%	0.7%		7.2%	5.9%	5.4%
TOTAL MANAGERS AND STAFF	5	435 428	475 583	463 301	597 254	601 580	601 580	644 340	682 524	719 462

Northern Cape: Dikgatlong(NC092) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		850	4 087	2 625	3 124	3 124	2 879	4 314	4 521	4 788
Pension and UIF Contributions			170	197	471					
Medical Aid Contributions			50	118	277					
Motor Vehicle Allowance										
Cellphone Allowance		66	85	17	271					
Housing Allowances		41	43							
Other benefits and allowances		227	78							
Sub Total - Councillors		1 184	4 513	2 957	4 143	3 124	2 879	4 314	4 521	4 788
% increase	4		281.2%	(34.5%)	40.1%	(24.6%)	(7.9%)	49.9%	4.8%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 816	2 530	3 031	3 331	3 231	3 231	3 588	3 803	4 031
Pension and UIF Contributions			481	141				7	8	9
Medical Aid Contributions			190	26						
Overtime										
Performance Bonus		57	340	103	333	335	335	362	375	397
Motor Vehicle Allowance		150	150					66	70	75
Cellphone Allowance		36	60							
Housing Allowances		22	104							
Other benefits and allowances		26	442					37	39	42
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 107	4 296	3 301	3 664	3 566	3 566	4 059	4 295	4 554
% increase	4		103.9%	(23.2%)	11.0%	(2.7%)		13.8%	5.8%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		12 696	17 087	21 651	27 479	28 697	28 697	35 695	36 889	37 915
Pension and UIF Contributions		4 404	3 246	3 417	4 405	4 418	4 418	6 094	6 179	6 275
Medical Aid Contributions			1 228	1 778	2 239	2 314	2 314	3 075	3 136	3 206
Overtime		490	428	1 078	165	1 435	1 435	1 494	1 525	1 610
Performance Bonus								352	364	377
Motor Vehicle Allowance					72	72	72			
Cellphone Allowance			219	18	5	26	26	10	10	10
Housing Allowances		425	326	66	94	94	94	87	89	92
Other benefits and allowances		2 246	461		4 140	3 530	3 530	1 164	1 177	1 488
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		20 261	22 996	28 008	38 599	40 586	40 586	47 970	49 369	50 973
% increase	4		13.5%	21.8%	37.8%	5.1%		18.2%	2.9%	3.2%
Total Parent Municipality		23 552	31 805	34 266	46 406	47 276	47 031	56 343	58 185	60 315
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	19.8%	3.3%	3.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 552	31 805	34 266	46 406	47 276	47 031	56 343	58 185	60 315
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	19.8%	3.3%	3.7%
TOTAL MANAGERS AND STAFF	5	22 368	27 292	31 309	42 263	44 152	44 152	52 029	53 664	55 527

Northern Cape: Magareng(NC093) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								2 330	2 474	2 620
Pension and UIF Contributions								136	144	153
Medical Aid Contributions								67	72	76
Motor Vehicle Allowance								514	546	578
Cellphone Allowance								119	126	134
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								3 166	3 362	3 560
% increase	4								6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 422	2 572	2 724
Pension and UIF Contributions								6	6	7
Medical Aid Contributions								100	106	113
Overtime										
Performance Bonus										
Motor Vehicle Allowance								453	481	509
Cellphone Allowance								27	29	30
Housing Allowances										
Other benefits and allowances								191	203	215
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								3 199	3 397	3 598
% increase	4								6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages								23 276	24 719	26 178
Pension and UIF Contributions								5 057	5 371	5 688
Medical Aid Contributions								1 563	1 660	1 758
Overtime								499	530	561
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								76	80	85
Housing Allowances								240	255	270
Other benefits and allowances								723	768	814
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								31 435	33 384	35 354
% increase	4								6.2%	5.9%
Total Parent Municipality								37 799	40 143	42 512
% increase	4								6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								37 799	40 143	42 512
% increase	4								6.2%	5.9%
TOTAL MANAGERS AND STAFF	5							34 634	36 781	38 951

Northern Cape: Phokwane(NC094) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 798	2 252		3 270	3 417	3 417	3 656	3 919	4 190
Pension and UIF Contributions		600	530							
Medical Aid Contributions		193			39	148	148	158	170	182
Motor Vehicle Allowance		998			1 341	1 977	1 977	2 116	2 268	2 425
Cellphone Allowance		227								
Housing Allowances										
Other benefits and allowances		0								
Sub Total - Councillors		4 816	2 782		4 650	5 542	5 542	5 930	6 357	6 796
% increase	4		(42.2%)	(100.0%)		19.2%		7.0%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 370		1 911	1 201	1 201	1 201	1 201	1 201	1 201
Pension and UIF Contributions		301		452	203	203	203	203	203	203
Medical Aid Contributions					46	46	46	46	46	46
Overtime										
Performance Bonus		101		158	157	157	157	157	157	157
Motor Vehicle Allowance		228		367	325	325	325	325	325	325
Cellphone Allowance		11		20	19	19	19	19	19	19
Housing Allowances		90		105	63	63	63	63	63	63
Other benefits and allowances				33	81	81	81	81	81	81
Payments in lieu of leave		36								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 137		3 046	2 095	2 095	2 095	2 095	2 095	2 095
% increase	4		(100.0%)		(31.2%)					
Other Municipal Staff										
Basic Salaries and Wages		27 301		38 293	37 996	41 053	41 019	44 367	46 585	48 914
Pension and UIF Contributions		6 121		9 097	8 052	8 199	8 088	8 823	9 264	9 727
Medical Aid Contributions					1 980	3 585	2 220	3 812	4 003	4 203
Overtime		969		2 143	2 437	2 788	2 496	2 928	3 074	3 228
Performance Bonus		2 531		3 178	3 039	4 257	3 271	4 635	4 867	5 110
Motor Vehicle Allowance					1 030	1 178	638	1 578	1 657	1 740
Cellphone Allowance					414	422	401	463	486	510
Housing Allowances		178		166	121	109	75	181	190	199
Other benefits and allowances		1 854		5 275	1 027	1 047	882	1 185	1 244	1 306
Payments in lieu of leave		701								
Long service awards		210		285						
Post-retirement benefit obligations		638								
Sub Total - Other Municipal Staff		40 504		58 437	56 097	62 640	59 090	67 971	71 370	74 938
% increase	4		(100.0%)		(4.0%)	11.7%	(5.7%)	15.0%	5.0%	5.0%
Total Parent Municipality		47 456	2 782	61 483	62 841	70 277	66 727	75 996	79 821	83 829
% increase	4		(94.1%)	2110.3%	2.2%	11.8%	(5.1%)	13.9%	5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 456	2 782	61 483	62 841	70 277	66 727	75 996	79 821	83 829
% increase	4		(94.1%)	2110.3%	2.2%	11.8%	(5.1%)	13.9%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	42 641		61 483	58 192	64 734	61 185	70 066	73 464	77 033

Northern Cape: Frances Baard(DC9) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 670	3 688	3 891	4 478	4 478	3 906	4 792	4 986	5 236
Pension and UIF Contributions		165	173	184	200	200	184	212	222	233
Medical Aid Contributions		17	17	17			17			
Motor Vehicle Allowance		994	1 189	1 306	1 321	1 321	1 294	1 390	1 390	1 390
Cellphone Allowance		227	248	223	244	244	223	223	223	223
Housing Allowances										
Other benefits and allowances		87	107	70	94	94	83	98	100	104
Sub Total - Councillors		5 160	5 424	5 691	6 337	6 337	5 707	6 715	6 922	7 185
% increase	4		5.1%	4.9%	11.3%		(9.9%)	17.6%	3.1%	3.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 295	4 377	2 963	5 212	5 212	5 212	4 760	5 133	5 252
Pension and UIF Contributions		225	520	155	914	914	914	401	293	316
Medical Aid Contributions		68	118	112	4	4	4			
Overtime										
Performance Bonus			434	435	440	440	440	440	440	440
Motor Vehicle Allowance		195	480	307	317	317	317	487	970	1 032
Cellphone Allowance		48	89	60	96	96	96	96	96	96
Housing Allowances		18	10		6	6	6			
Other benefits and allowances		24	52	65	81	81	81	67	76	80
Payments in lieu of leave					115	115	115	100	108	116
Long service awards					26	26	26			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 872	6 080	4 096	7 211	7 211	7 211	6 350	7 116	7 334
% increase	4		111.7%	(32.6%)	76.0%			(11.9%)	12.1%	3.1%
Other Municipal Staff										
Basic Salaries and Wages		24 910	24 290	30 362	36 860	36 860	30 771	40 521	43 557	47 581
Pension and UIF Contributions		4 002	3 918	4 894	6 533	6 533	4 762	6 733	7 345	7 984
Medical Aid Contributions		1 202	1 272	1 291	447	447	1 445	1 655	1 535	1 626
Overtime		54	72		78	78				
Performance Bonus		366		51						
Motor Vehicle Allowance		2 108	2 156	3 156	3 109	3 109	3 069	3 455	3 365	3 208
Cellphone Allowance		144	94	149	97	97	124	123	123	123
Housing Allowances		395	196	265	236	236	390	391	391	391
Other benefits and allowances		1 001	1 038	875	1 090	1 090	1 239	448	425	263
Payments in lieu of leave		1 121	1 406	1 437	825	825	806	850	928	1 008
Long service awards		209	131	142	188	188	245	152	175	178
Post-retirement benefit obligations		1 038	360	395	874	874	465	536	587	643
Sub Total - Other Municipal Staff		36 551	34 934	43 017	50 339	50 339	43 315	54 865	58 432	63 006
% increase	4		(4.4%)	23.1%	17.0%		(14.0%)	26.7%	6.5%	7.8%
Total Parent Municipality		44 583	46 438	52 804	63 886	63 886	56 233	67 929	72 469	77 525
% increase	4		4.2%	13.7%	21.0%		(12.0%)	20.8%	6.7%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		44 583	46 438	52 804	63 886	63 886	56 233	67 929	72 469	77 525
% increase	4		4.2%	13.7%	21.0%		(12.0%)	20.8%	6.7%	7.0%
TOTAL MANAGERS AND STAFF	5	39 423	41 014	47 113	57 549	57 549	50 526	61 215	65 547	70 340

North West: Moretele(NW371) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		14 784	16 635	10 494	10 308	10 307	10 307	11 091	11 889	12 710
Pension and UIF Contributions				1 578	2 429	2 577	2 577	2 577	2 762	2 953
Medical Aid Contributions				28						
Motor Vehicle Allowance				4 034	4 295	4 295	4 295	4 295	4 604	4 922
Cellphone Allowance				1 336	1 437	1 148	1 148	1 148	1 230	1 315
Housing Allowances						198	198	198	212	227
Other benefits and allowances					103	103	103	111	119	127
Sub Total - Councillors		14 784	16 635	17 470	18 572	18 628	18 628	19 419	20 817	22 254
% increase	4		12.5%	5.0%	6.3%	0.3%		4.2%	7.2%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					5 966	5 966	5 966	7 242	7 764	8 299
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					298	263	263	604	647	692
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					6 264	6 229	6 229	7 846	8 411	8 991
% increase	4					(0.6%)		26.0%	7.2%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		49 418	56 624	42 587	52 420	50 913	50 913	58 876	61 568	65 816
Pension and UIF Contributions				6 706	9 595	8 866	8 866	10 086	10 458	11 179
Medical Aid Contributions				3 376	5 582	5 298	5 298	5 592	5 636	6 024
Overtime				1 293	1 406	2 452	2 452	2 880	3 070	3 282
Performance Bonus				2 397	3 219	3 620	3 620	3 645	3 889	4 158
Motor Vehicle Allowance				7 609	6 092	5 518	5 518	6 379	6 590	7 045
Cellphone Allowance					914	798	798	922	873	933
Housing Allowances				186	249	107	107	124	124	132
Other benefits and allowances				824	596	387	387	440	483	516
Payments in lieu of leave				2 488						
Long service awards				301						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		49 418	56 624	67 767	80 073	77 960	77 960	88 942	92 691	99 086
% increase	4		14.6%	19.7%	18.2%	(2.6%)		14.1%	4.2%	6.9%
Total Parent Municipality		64 202	73 259	85 237	104 910	102 816	102 816	116 207	121 919	130 331
% increase	4		14.1%	16.4%	23.1%	(2.0%)		13.0%	4.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 202	73 259	85 237	104 910	102 816	102 816	116 207	121 919	130 331
% increase	4		14.1%	16.4%	23.1%	(2.0%)		13.0%	4.9%	6.9%
TOTAL MANAGERS AND STAFF	5	49 418	56 624	67 767	86 338	84 188	84 188	96 788	101 101	108 077

North West: Madibeng(NW372) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 132	13 132		12 672	12 672	12 672	17 995	19 313	20 560
Pension and UIF Contributions		1 581	2 381	1 463	1 373	1 373	1 373	1 447	1 537	1 627
Medical Aid Contributions		1 244	1 244	675	634	634	634	2 814	2 988	3 165
Motor Vehicle Allowance		4 454	5 454	5 066	4 752	4 752	4 752	5 409	5 744	6 083
Cellphone Allowance		968	1 677	1 351	1 267	1 267	1 267	1 336	1 418	1 502
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 378	23 887	8 555	20 698	20 698	20 698	29 000	31 000	32 937
% increase	4		23.3%	(64.2%)	141.9%			40.1%	6.9%	6.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 950	6 424	6 696	5 474	5 474	5 474	7 867	8 355	8 848
Pension and UIF Contributions		950	1 986	1 473	1 067	1 067	1 067	1 599	1 698	1 798
Medical Aid Contributions		260	527	485	301	301	301	640	679	719
Overtime										
Performance Bonus										
Motor Vehicle Allowance		38	42	49	48	48	48	51	54	57
Cellphone Allowance		50	70	72	74	74	74	79	84	89
Housing Allowances		348	1 200	1 941	411	411	411	1 504	1 597	1 691
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 596	10 249	10 716	7 374	7 374	7 374	11 739	12 467	13 202
% increase	4		55.4%	4.6%	(31.2%)			59.2%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		150 819	172 275	174 239	151 556	151 556	151 556	230 619	249 302	264 246
Pension and UIF Contributions		31 633	41 376	48 825	29 819	29 819	29 819	51 787	55 205	58 462
Medical Aid Contributions		19 518	21 139	23 941	14 914	14 914	14 914	20 898	22 277	23 592
Overtime		6 906	27 639	31 843	17 683	17 683	17 683	25 850	27 556	29 182
Performance Bonus										
Motor Vehicle Allowance		11 382	16 087	17 687	11 804	11 804	11 804	16 583	17 678	18 720
Cellphone Allowance		2 186	2 186	280	159	159	159	400	426	452
Housing Allowances		1 691	1 079	1 195	864	864	864	1 921	2 048	2 168
Other benefits and allowances				20 220						
Payments in lieu of leave		2 858	10 748	7 571	3 643	3 643	3 643	10 884	11 602	12 286
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		226 993	292 527	325 801	230 441	230 441	230 441	358 941	386 093	409 108
% increase	4		28.9%	11.4%	(29.3%)			55.8%	7.6%	6.0%
Total Parent Municipality		252 967	326 663	345 073	258 513	258 513	258 513	399 680	429 560	455 248
% increase	4		29.1%	5.6%	(25.1%)			54.6%	7.5%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		252 967	326 663	345 073	258 513	258 513	258 513	399 680	429 560	455 248
% increase	4		29.1%	5.6%	(25.1%)			54.6%	7.5%	6.0%
TOTAL MANAGERS AND STAFF	5	233 589	302 776	336 518	237 815	237 815	237 815	370 680	398 560	422 311

North West: Rustenburg(NW373) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		12 802	27 181	16 987	20 142	21 142	21 142	22 999	24 178	25 365
Pension and UIF Contributions		2 267	2 524	2 670	2 220	2 220	2 220	2 264	2 398	2 532
Medical Aid Contributions		1 385	1 383	1 477	674	674	674	670	709	749
Motor Vehicle Allowance		5 273	6 089	6 442	3 325	3 435	3 435	3 085	3 267	3 450
Cellphone Allowance		1 018	1 124	1 189	1 716	1 716	1 716	1 704	1 805	1 906
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		22 746	38 303	28 766	28 076	29 186	29 186	30 722	32 357	34 003
% increase	4		68.4%	(24.9%)	(2.4%)	4.0%		5.3%	5.3%	5.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 258	9 915	10 783	11 565	11 565	11 565	12 192	13 261	14 404
Pension and UIF Contributions		1 179	964	917	970	970	970	1 038	1 111	1 188
Medical Aid Contributions			331	128	136	136	136	145	155	166
Overtime										
Performance Bonus										
Motor Vehicle Allowance		2 102	980	962	1 018	1 018	1 018	1 167	1 230	1 297
Cellphone Allowance										
Housing Allowances		12	38	36	38	38	38	41	44	47
Other benefits and allowances				140	148	148	148	159	170	182
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		11 552	12 229	12 966	13 875	13 875	13 875	14 741	15 970	17 284
% increase	4		5.9%	6.0%	7.0%			6.2%	8.3%	8.2%
Other Municipal Staff										
Basic Salaries and Wages		298 088	351 788	365 947	371 171	386 304	386 304	402 693	424 190	446 745
Pension and UIF Contributions		47 457	68 758	59 438	63 059	63 912	63 912	66 235	69 795	73 648
Medical Aid Contributions		10 894	25 540	26 927	30 083	31 041	31 041	31 378	33 212	35 051
Overtime		2 212	21 691	26 901	29 497	32 659	32 659	27 843	29 357	30 947
Performance Bonus		23 685	225	240						
Motor Vehicle Allowance		162	13 225	15 480	14 923	16 137	16 137	15 499	16 342	17 227
Cellphone Allowance		86	310	92	91	91	91	87	92	97
Housing Allowances		2 010	1 691	1 316	1 387	4 062	4 062	6 658	7 019	7 399
Other benefits and allowances		16 131	10 714	2 476	2 704	3 532	3 532	12 755	13 446	14 172
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		400 724	493 942	498 817	512 916	537 738	537 738	563 148	593 453	625 286
% increase	4		23.3%	1.0%	2.8%	4.8%		4.7%	5.4%	5.4%
Total Parent Municipality		435 021	544 473	540 549	554 867	580 799	580 799	608 611	641 780	676 572
% increase	4		25.2%	(0.7%)	2.6%	4.7%		4.8%	5.4%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		435 021	544 473	540 549	554 867	580 799	580 799	608 611	641 780	676 572
% increase	4		25.2%	(0.7%)	2.6%	4.7%		4.8%	5.4%	5.4%
TOTAL MANAGERS AND STAFF	5	412 275	506 171	511 783	526 791	551 613	551 613	577 889	609 423	642 569

North West: Kgetlengrivier(NW374) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 557	3 939		1 812	1 812	1 812	1 939	2 094	2 283
Pension and UIF Contributions		246	222		320	320	320	342	370	403
Medical Aid Contributions					100	100	100	107	115	126
Motor Vehicle Allowance					539	539	539	577	623	680
Cellphone Allowance					271	271	271	290	314	342
Housing Allowances										
Other benefits and allowances					1 411	1 411	1 411	1 509	1 630	1 777
Sub Total - Councillors		2 803	4 161		4 454	4 454	4 454	4 765	5 147	5 610
% increase	4		48.5%	(100.0%)				7.0%	8.0%	9.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 168	2 122		2 549	2 549	2 549	2 728	2 946	3 211
Pension and UIF Contributions		36	52							
Medical Aid Contributions		1 220								
Overtime										
Performance Bonus										
Motor Vehicle Allowance			743		850	850	850	909	982	1 070
Cellphone Allowance			12		60	60	60	64	69	76
Housing Allowances										
Other benefits and allowances			547		34	34	34	36	39	42
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 424	3 476		3 493	3 493	3 493	3 738	4 037	4 400
% increase	4		1.5%	(100.0%)				7.0%	8.0%	9.0%
Other Municipal Staff										
Basic Salaries and Wages		22 940	23 543		24 655	24 655	24 655	22 629	24 870	27 109
Pension and UIF Contributions		1 936	6 460		4 428	4 428	4 428	3 738	4 038	4 401
Medical Aid Contributions		3 527	3 860		2 279	2 279	2 279	2 439	2 634	2 871
Overtime		1 889	1 466		1 238	1 238	1 238	1 325	1 431	1 559
Performance Bonus		1 598	1 718		2 055	2 055	2 055	2 198	2 374	2 588
Motor Vehicle Allowance					733	733	733	784	847	923
Cellphone Allowance					61	61	61	65	70	77
Housing Allowances		1 170	1 515		85	85	85	91	99	107
Other benefits and allowances		348	333		1 252	1 252	1 252	1 339	1 447	1 577
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		33 409	38 897		36 787	36 787	36 787	34 610	37 809	41 212
% increase	4		16.4%	(100.0%)				(5.9%)	9.2%	9.0%
Total Parent Municipality		39 636	46 534		44 733	44 733	44 733	43 112	46 992	51 222
% increase	4		17.4%	(100.0%)				(3.6%)	9.0%	9.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		39 636	46 534		44 733	44 733	44 733	43 112	46 992	51 222
% increase	4		17.4%	(100.0%)				(3.6%)	9.0%	9.0%
TOTAL MANAGERS AND STAFF	5	36 833	42 373		40 280	40 280	40 280	38 347	41 846	45 612

North West: Moses Kotane(NW375) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 606	10 099	10 515	11 206	11 206	11 206	15 133	16 101	17 132
Pension and UIF Contributions		1 441	1 470	1 524	1 681	1 681	1 681	2 270	2 415	2 570
Medical Aid Contributions		191	302	478	549	549	549	838	891	948
Motor Vehicle Allowance		3 746	3 960	4 173	4 479	4 479	4 479	4 481	4 768	5 073
Cellphone Allowance		797	1 063	1 489	1 601	1 601	1 601	1 787	1 902	2 023
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 781	16 895	18 179	19 515	19 515	19 515	24 509	26 077	27 746
% increase	4		7.1%	7.6%	7.4%			25.6%	6.4%	6.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 969	3 055	3 617	5 242			5 701	6 066	6 455
Pension and UIF Contributions		463	350	563	841			598	636	677
Medical Aid Contributions		69	55		162			151	161	171
Overtime										
Performance Bonus										
Motor Vehicle Allowance		391	378	416	450			412	438	466
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 892	3 838	4 596	6 695			6 863	7 302	7 769
% increase	4		(21.6%)	19.8%	45.7%	(100.0%)			6.4%	6.4%
Other Municipal Staff										
Basic Salaries and Wages		66 513	74 684	82 815	109 578			135 274	143 932	153 143
Pension and UIF Contributions		12 372	13 215	14 741	22 166			24 460	26 026	27 691
Medical Aid Contributions		3 858	4 513	5 313	6 290			9 332	9 929	10 565
Overtime		3 544	3 510	4 877	4 294	4 923	4 923	6 657	7 083	7 536
Performance Bonus										
Motor Vehicle Allowance		576	1 006	1 068	942			804	855	910
Cellphone Allowance					6	6	6			
Housing Allowances		385	319	235	422	386	386	761	809	861
Other benefits and allowances		1 800	1 900	2 015	2 542	2 477	2 531	7 408	7 752	7 955
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		89 048	99 148	111 062	146 240	7 793	7 846	184 696	196 387	208 663
% increase	4		11.3%	12.0%	31.7%	(94.7%)	0.7%	2254.1%	6.3%	6.3%
Total Parent Municipality		109 721	119 881	133 837	172 450	27 308	27 361	216 068	229 766	244 178
% increase	4		9.3%	11.6%	28.9%	(84.2%)	0.2%	689.7%	6.3%	6.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		109 721	119 881	133 837	172 450	27 308	27 361	216 068	229 766	244 178
% increase	4		9.3%	11.6%	28.9%	(84.2%)	0.2%	689.7%	6.3%	6.3%
TOTAL MANAGERS AND STAFF	5	93 940	102 986	115 659	152 935	7 793	7 846	191 559	203 689	216 432

North West: Bojanala Platinum(DC37) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		12 783	12 505	14 304	11 568			13 185	13 950	14 759
Pension and UIF Contributions					644			609	644	681
Medical Aid Contributions					299			234	248	262
Motor Vehicle Allowance					2 779			2 627	2 779	2 940
Cellphone Allowance					511			483	511	541
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 783	12 505	14 304	15 801			17 137	18 131	19 183
% increase	4		(2.2%)	14.4%	10.5%	(100.0%)			5.8%	5.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 674	7 549	7 972	8 203			7 362	7 730	8 117
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 674	7 549	7 972	8 203			7 362	7 730	8 117
% increase	4		13.1%	5.6%	2.9%	(100.0%)			5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		68 605	74 391	81 591	66 930			92 717	97 352	102 220
Pension and UIF Contributions		11 154	11 965	12 705	15 099			13 850	14 543	15 270
Medical Aid Contributions		6 730	8 388	8 820	6 718			6 895	7 240	7 602
Overtime		4 700	5 647	4 970	4 497			4 686	4 920	5 166
Performance Bonus		3 721	1 530	2 156						
Motor Vehicle Allowance		12 651	11 235	11 514	14 095			16 259	17 072	17 925
Cellphone Allowance		686	949	744	1 445			1 585	1 665	1 748
Housing Allowances		2 469	3 479	3 894	3 302			3 255	3 418	3 588
Other benefits and allowances		7 498	11 098	12 443	2 823			4 258	4 471	4 695
Payments in lieu of leave					7 946					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		118 215	128 683	138 838	122 855			143 504	150 680	158 214
% increase	4		8.9%	7.9%	(11.5%)	(100.0%)			5.0%	5.0%
Total Parent Municipality		137 672	148 737	161 114	146 858			168 004	176 541	185 513
% increase	4		8.0%	8.3%	(8.8%)	(100.0%)			5.1%	5.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		137 672	148 737	161 114	146 858			168 004	176 541	185 513
% increase	4		8.0%	8.3%	(8.8%)	(100.0%)			5.1%	5.1%
TOTAL MANAGERS AND STAFF	5	124 889	136 232	146 810	131 057			150 867	158 410	166 330

North West: Ratlou(NW381) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 787	7 557		5 130	5 534	5 534	5 990	6 290	6 604
Pension and UIF Contributions		816	857		769	822	822	820	861	904
Medical Aid Contributions					154	165	165	184	193	203
Motor Vehicle Allowance					2 018	2 175	2 175	2 331	2 448	2 570
Cellphone Allowance					625	685	685	625	656	689
Housing Allowances										
Other benefits and allowances					108	110	110	108	114	119
Sub Total - Councillors		8 604	8 414		8 804	9 491	9 491	10 058	10 561	11 089
% increase	4		(2.2%)	(100.0%)		7.8%		6.0%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 470	3 478		2 594	2 269	2 269	2 389	2 508	2 634
Pension and UIF Contributions		408	437		293	291	291	291	305	320
Medical Aid Contributions					26	27	27	27	28	30
Overtime										
Performance Bonus		48								
Motor Vehicle Allowance		628	1 046		652	673	673	673	707	742
Cellphone Allowance					44	35	35	35	37	38
Housing Allowances										
Other benefits and allowances		12	125		27	28	28	27	28	30
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 567	5 086		3 636	3 323	3 322	3 441	3 613	3 794
% increase	4		42.6%	(100.0%)		(8.6%)		3.6%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		20 514	23 090		31 484	33 503	33 503	36 663	38 496	40 421
Pension and UIF Contributions		5 691	6 359		3 715	4 310	4 310	4 789	5 028	5 280
Medical Aid Contributions					3 451	3 726	3 726	4 021	4 222	4 433
Overtime		90	79		200	200	200	350	368	386
Performance Bonus		1 576	2 158			2 773	2 773	2 983	3 132	3 288
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances		254			1 058	820	820	917	963	1 011
Other benefits and allowances		2 197	319		2 894	341	341	402	422	444
Payments in lieu of leave			3 582		200	200	200	300	315	331
Long service awards			907							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		30 322	36 494		43 002	45 873	45 874	50 425	52 946	55 593
% increase	4		20.4%	(100.0%)		6.7%		9.9%	5.0%	5.0%
Total Parent Municipality		42 492	49 995		55 442	58 687	58 687	63 924	67 120	70 476
% increase	4		17.7%	(100.0%)		5.9%		8.9%	5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		42 492	49 995		55 442	58 687	58 687	63 924	67 120	70 476
% increase	4		17.7%	(100.0%)		5.9%		8.9%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	33 888	41 580		46 638	49 196	49 196	53 866	56 559	59 387

North West: Tswaing(NW382) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 824	5 667	5 585	5 804	5 804	5 804	6 187	6 570	6 958
Pension and UIF Contributions		446	1 007	439	462	462	462	492	523	554
Medical Aid Contributions		136	223	253	283	283	283	301	320	339
Motor Vehicle Allowance		803	1 990	2 064	2 170	2 170	2 170	2 314	2 457	2 602
Cellphone Allowance		83	89	142	153	153	153	164	174	184
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		8 291	8 975	8 483	8 872	8 872	8 872	9 457	10 044	10 636
% increase	4		8.3%	(5.5%)	4.6%			6.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 933	1 631	1 919	1 486	486	486	1 584	1 682	1 782
Pension and UIF Contributions			228	624						
Medical Aid Contributions										
Overtime										
Performance Bonus					138	138	138	147	156	165
Motor Vehicle Allowance		1 368	1 022	1 408	504	214	214	538	571	605
Cellphone Allowance					5	5	5	5	5	5
Housing Allowances					423	223	223	451	479	508
Other benefits and allowances		40								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 341	2 882	3 952	2 556	1 066	1 066	2 725	2 894	3 064
% increase	4		(13.7%)	37.1%	(35.3%)	(58.3%)		155.6%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		34 412	38 420	39 736	43 117	43 117	43 117	46 333	49 685	52 647
Pension and UIF Contributions		7 338	8 136	7 880	9 281	9 281	9 281	9 986	10 705	11 342
Medical Aid Contributions		2 815	3 388	3 601	3 899	3 899	3 899	4 195	4 497	4 764
Overtime		3 300	3 650	2 604	2 385	2 385	2 385	1 064	1 140	1 208
Performance Bonus		2 755	3 217	3 266	3 645	3 645	3 645	3 924	4 208	4 458
Motor Vehicle Allowance		260	487	70	1 111	1 111	1 111	806	869	923
Cellphone Allowance		29	23	87	77	77	77	83	89	94
Housing Allowances		728	616	454	241	241	241	48	56	61
Other benefits and allowances		7 539	4 288	2 526	2 765	3 060	3 060	2 858	3 063	3 245
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		59 176	62 225	60 225	66 522	66 817	66 817	69 296	74 313	78 743
% increase	4		5.2%	(3.2%)	10.5%	0.4%		3.7%	7.2%	6.0%
Total Parent Municipality		70 808	74 082	72 661	77 949	76 754	76 754	81 478	87 250	92 444
% increase	4		4.6%	(1.9%)	7.3%	(1.5%)		6.2%	7.1%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 808	74 082	72 661	77 949	76 754	76 754	81 478	87 250	92 444
% increase	4		4.6%	(1.9%)	7.3%	(1.5%)		6.2%	7.1%	6.0%
TOTAL MANAGERS AND STAFF	5	62 517	65 107	64 177	69 078	67 883	67 883	72 021	77 206	81 807

North West: Mafikeng(NW383) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

North West: Ditsobotla(NW384) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 843	5 040	9 827	6 379	6 379	6 379	7 169	7 638	8 151
Pension and UIF Contributions		978			1 120	1 120	1 120	1 120	1 180	1 240
Medical Aid Contributions		408			452	452	452	452	476	500
Motor Vehicle Allowance		1 602			2 019	2 019	2 019	2 019	2 128	2 234
Cellphone Allowance		441			452	452	452	452	476	500
Housing Allowances										
Other benefits and allowances					2 487	2 487	2 487	2 488	2 622	2 753
Sub Total - Councillors		10 272	5 040	9 827	12 909	12 909	12 909	13 700	14 522	15 379
% increase	4		(50.9%)	95.0%	31.4%			6.1%	6.0%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 504	2 435	1 945	3 402	3 402	3 402	3 402	3 586	3 765
Pension and UIF Contributions		643			893	893	893	893	941	988
Medical Aid Contributions		456		204	644	644	644	644	679	713
Overtime										
Performance Bonus		715			912	912	912	912	961	1 009
Motor Vehicle Allowance		1 121	285	128	3 124	3 124	3 124	1 124	1 185	1 244
Cellphone Allowance		487			681	681	681	681	718	754
Housing Allowances		478			695	695	695	695	733	769
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 404	2 720	2 278	10 351	10 351	10 351	8 351	8 802	9 242
% increase	4		(49.7%)	(16.3%)	354.5%			(19.3%)	5.4%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		57 711	66 340	86 874	93 611	93 611	93 611	91 796	100 439	107 739
Pension and UIF Contributions		10 596	14 147	800	18 217	18 217	18 217	20 325	20 550	22 491
Medical Aid Contributions		4 082	6 273	5 690	9 338	6 338	6 338	10 694	11 271	11 827
Overtime		4 970	9 903	10 720	7 802	7 802	7 802	7 802	8 223	8 634
Performance Bonus		4 434			5 483	5 483	5 483	5 522	5 820	6 111
Motor Vehicle Allowance		3 014	5 896	1 391	4 543	4 543	4 543	5 543	5 842	6 134
Cellphone Allowance		296			4 659	4 659	4 659	4 659	4 911	5 156
Housing Allowances		635	162	155	800	800	800	800	843	885
Other benefits and allowances			14 092	32 310	800	800	800	400	422	443
Payments in lieu of leave				(245)						
Long service awards				714				400	422	443
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		85 738	116 813	138 408	145 253	142 253	142 253	147 941	158 743	169 864
% increase	4		36.2%	18.5%	4.9%	(2.1%)		4.0%	7.3%	7.0%
Total Parent Municipality		101 414	124 572	150 513	168 513	165 513	165 513	169 992	182 067	194 485
% increase	4		22.8%	20.8%	12.0%	(1.8%)		2.7%	7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		101 414	124 572	150 513	168 513	165 513	165 513	169 992	182 067	194 485
% increase	4		22.8%	20.8%	12.0%	(1.8%)		2.7%	7.1%	6.8%
TOTAL MANAGERS AND STAFF	5	91 142	119 533	140 686	155 604	152 604	152 604	156 292	167 545	179 106

North West: Ramotshere Moiloa(NW385) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 746		7 425	7 425	7 425		10 542	11 491	12 640
Pension and UIF Contributions		1 078		1 114	1 114	1 114		1 113	1 169	1 228
Medical Aid Contributions		142		218	218	218		251	264	277
Motor Vehicle Allowance		2 249		2 448	2 448	2 448		2 185	2 294	2 409
Cellphone Allowance		518		671	671	671		592	621	652
Housing Allowances										
Other benefits and allowances		86		716	716	716		812	852	895
Sub Total - Councillors		10 819		12 592	12 592	12 592		15 495	16 692	18 101
% increase	4		(100.0%)				(100.0%)		7.7%	8.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 571		5 483	5 483	5 483		6 820	6 853	6 880
Pension and UIF Contributions		676		55	55	55				
Medical Aid Contributions		113								
Overtime										
Performance Bonus		1 073		772	772	772				
Motor Vehicle Allowance		48								
Cellphone Allowance		124								
Housing Allowances		8								
Other benefits and allowances				63	63	63		326	354	387
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 612		6 373	6 373	6 373		7 146	7 208	7 267
% increase	4		(100.0%)				(100.0%)		0.9%	0.8%
Other Municipal Staff										
Basic Salaries and Wages		45 324		47 424	47 424	47 424		75 564	78 820	88 375
Pension and UIF Contributions		10 079		12 335	12 335	12 335		12 297	11 620	12 201
Medical Aid Contributions		4 586		4 862	4 862	4 862		6 671	5 595	5 877
Overtime		2 240						2 378	2 497	2 622
Performance Bonus										
Motor Vehicle Allowance		1 600		1 856	1 856	1 856		4 036	3 841	4 013
Cellphone Allowance		828		233	233	233		346	365	384
Housing Allowances		662		651	651	651		750	787	827
Other benefits and allowances		3 592		7 916	7 916	7 916		6 764	7 004	7 355
Payments in lieu of leave								29	31	32
Long service awards								397	422	452
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		68 911		75 277	75 277	75 277		109 231	110 982	122 138
% increase	4		(100.0%)				(100.0%)		1.6%	10.1%
Total Parent Municipality		85 343		94 242	94 242	94 242		131 872	134 881	147 506
% increase	4		(100.0%)				(100.0%)		2.3%	9.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		85 343		94 242	94 242	94 242		131 872	134 881	147 506
% increase	4		(100.0%)				(100.0%)		2.3%	9.4%
TOTAL MANAGERS AND STAFF	5	74 523		81 650	81 650	81 650		116 377	118 189	129 405

North West: Ngaka Modiri Molema(DC38) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			991	1 466	7 260	6 806	6 806	6 988	7 518	7 977
Pension and UIF Contributions		834	6 006	4 745	963	1 141	1 141	1 164	1 236	1 285
Medical Aid Contributions					203	203	203	207	217	226
Motor Vehicle Allowance					57					
Cellphone Allowance					534	498	498	508	533	555
Housing Allowances										
Other benefits and allowances		8 546	8 612	1 838	3 736	4 105	4 105	4 187	4 397	4 572
Sub Total - Councillors		9 380	15 609	8 049	12 753	12 753	12 753	13 054	13 902	14 615
% increase	4		66.4%	(48.4%)	58.4%			2.4%	6.5%	5.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 807	7 647	6 150				3 242	3 443	3 646
Pension and UIF Contributions								713	758	802
Medical Aid Contributions		1 639	1 300	902				288	306	324
Overtime										
Performance Bonus			61	129						
Motor Vehicle Allowance		1 159	931	620						
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			308	640				1 075	1 142	1 209
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		10 605	10 247	8 441				5 318	5 648	5 981
% increase	4		(3.4%)	(17.6%)	(100.0%)				6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		121 138	130 522	161 239	175 255	174 698	174 698	187 975	198 065	211 766
Pension and UIF Contributions		890	1 160	1 302	34 270	32 817	32 817	35 969	38 576	40 164
Medical Aid Contributions		2 459	9 842	12 721	12 789	14 489	14 489	15 509	16 320	17 423
Overtime		5 813	4 098	5 027	2 500	2 303	2 303	2 273	2 437	2 605
Performance Bonus			61	129				19 139	20 517	21 933
Motor Vehicle Allowance		5 951	10 532	13 318	14 270	13 755	13 755	13 203	13 367	13 534
Cellphone Allowance		121	162	146	300	327	327	241	242	243
Housing Allowances		560	617	673	1 688	1 392	1 392	1 497	1 566	1 634
Other benefits and allowances		29 048	23 939	27 462	35 571	36 863	36 863	21 104	21 399	22 765
Payments in lieu of leave		4 766	28 562	18 156						
Long service awards										
Post-retirement benefit obligations		20 781	25 728	32 252						
Sub Total - Other Municipal Staff		191 526	235 223	272 424	276 643	276 643	276 643	296 909	312 490	332 068
% increase	4		22.8%	15.8%	1.5%			7.3%	5.2%	6.3%
Total Parent Municipality		211 511	261 079	288 914	289 396	289 396	289 396	315 282	332 040	352 665
% increase	4		23.4%	10.7%	0.2%			8.9%	5.3%	6.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		211 511	261 079	288 914	289 396	289 396	289 396	315 282	332 040	352 665
% increase	4		23.4%	10.7%	0.2%			8.9%	5.3%	6.2%
TOTAL MANAGERS AND STAFF	5	202 130	245 471	280 865	276 643	276 643	276 643	302 228	318 138	338 049

North West: Naledi (Nw)(NW392) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 682	2 984	3 543	3 596	3 596	3 596	4 028	4 289	4 553
Pension and UIF Contributions			439	438	479	479	479	604	639	675
Medical Aid Contributions										
Motor Vehicle Allowance			583	858	899	899	899	1 007	1 066	1 125
Cellphone Allowance			395	397	397	397	397	417	442	466
Housing Allowances			1 455	992	1 019	1 019	1 019	1 074	1 137	1 200
Other benefits and allowances				61	64	64	64	71	75	80
Sub Total - Councillors		4 682	5 856	6 288	6 454	6 454	6 454	7 202	7 649	8 100
% increase	4		25.1%	7.4%	2.6%			11.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 885	3 361	3 698	3 846	3 846	3 846	4 090	4 344	4 600
Pension and UIF Contributions		537	435	606	560	560	560	745	791	838
Medical Aid Contributions				70	86	86	86	105	112	119
Overtime										
Performance Bonus					897	897	897	954	1 014	1 073
Motor Vehicle Allowance		731	918	1 196	962	962	962	1 023	1 086	1 150
Cellphone Allowance				43	41	41	41			
Housing Allowances				510	710	710	710	591	628	665
Other benefits and allowances		211	116	102	319	319	319	340	362	383
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 364	4 831	6 225	7 423	7 423	7 423	7 850	8 336	8 828
% increase	4		10.7%	28.9%	19.3%			5.7%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		50 056	71 204	83 198	90 916	90 916	90 916	96 197	102 161	108 189
Pension and UIF Contributions		14 272	17 543	14 407	14 664	14 664	14 664	15 738	16 714	17 700
Medical Aid Contributions				5 403	7 520	7 520	7 520	8 214	8 724	9 238
Overtime		5 654	6 428	7 794	7 913	7 913	7 913	8 127	8 630	9 140
Performance Bonus										
Motor Vehicle Allowance		6 422	7 504	9 075	9 885	9 885	9 885	10 364	11 007	11 656
Cellphone Allowance				190	256	256	256	317	337	357
Housing Allowances		372	636	165	276	276	276	1 201	1 275	1 350
Other benefits and allowances		7 498	9 382	9 621	8 937	8 937	8 937	10 908	11 585	12 268
Payments in lieu of leave										
Long service awards		1 486	814	752	628	628	628	1 493	1 586	1 679
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		85 760	113 511	130 605	140 995	140 995	140 995	152 560	162 018	171 577
% increase	4		32.4%	15.1%	8.0%			8.2%	6.2%	5.9%
Total Parent Municipality		94 806	124 198	143 117	154 872	154 872	154 872	167 611	178 003	188 506
% increase	4		31.0%	15.2%	8.2%			8.2%	6.2%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		94 806	124 198	143 117	154 872	154 872	154 872	167 611	178 003	188 506
% increase	4		31.0%	15.2%	8.2%			8.2%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	90 125	118 342	136 829	148 418	148 418	148 418	160 409	170 355	180 406

North West: Mamusa(NW393) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 015	2 637	3 695	1 852	2 365	2 365	2 073	2 455	2 535
Pension and UIF Contributions		381	558	257	355	355	355	311	434	448
Medical Aid Contributions					215	242	242	746	245	253
Motor Vehicle Allowance					1 182	1 086	1 086	1 174	1 131	1 167
Cellphone Allowance					536	335	335	383	374	386
Housing Allowances					288	297	297	394	296	306
Other benefits and allowances		877	1 828	159	46	358	358	39	46	47
Sub Total - Councillors		3 272	5 022	4 111	4 473	5 037	5 037	5 119	4 981	5 143
% increase	4		53.5%	(18.1%)	8.8%	12.6%		1.6%	(2.7%)	3.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		713	1 018	3 081	2 144	2 144	2 144	2 787	2 912	3 072
Pension and UIF Contributions		132	34	73	16	16	16	11	12	12
Medical Aid Contributions					187	187	187	92	96	101
Overtime										
Performance Bonus					576					
Motor Vehicle Allowance		592	171	981	784	784	784	759	794	837
Cellphone Allowance					103	103	103	59	62	65
Housing Allowances					1 572	1 572	1 572	1 006	1 052	1 110
Other benefits and allowances					74	74	74	87	90	95
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 437	1 223	4 135	5 457	4 881	4 881	4 802	5 018	5 294
% increase	4		(14.9%)	238.1%	32.0%	(10.6%)		(1.6%)	4.5%	5.5%
Other Municipal Staff										
Basic Salaries and Wages		17 378	17 463	20 201	19 096	26 010	26 010	26 664	27 864	29 396
Pension and UIF Contributions		2 347	2 763	3 949	4 378	4 735	4 735	3 914	4 091	4 316
Medical Aid Contributions				2 965	3 461	3 503	3 503	3 834	4 006	4 226
Overtime		3 439	3 596	4 098	2 370	4 264	4 264	1 853	1 937	2 043
Performance Bonus										
Motor Vehicle Allowance		2 141	2 511	2 372	2 608	3 080	3 080	3 056	3 193	3 369
Cellphone Allowance				228	122	89	89	116	122	128
Housing Allowances		1 014	1 225	910	374	1 149	1 149	540	564	595
Other benefits and allowances		8 881	9 362	4 402	5 021	2 592	2 592	3 410	3 564	3 760
Payments in lieu of leave				150		77	77			
Long service awards		138	303	116	639	222	222			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		35 338	37 224	39 392	38 070	45 720	45 720	43 387	45 339	47 833
% increase	4		5.3%	5.8%	(3.4%)	20.1%		(5.1%)	4.5%	5.5%
Total Parent Municipality		40 048	43 469	47 638	48 000	55 638	55 638	53 308	55 338	58 270
% increase	4		8.5%	9.6%	0.8%	15.9%		(4.2%)	3.8%	5.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 048	43 469	47 638	48 000	55 638	55 638	53 308	55 338	58 270
% increase	4		8.5%	9.6%	0.8%	15.9%		(4.2%)	3.8%	5.3%
TOTAL MANAGERS AND STAFF	5	36 775	38 447	43 527	43 527	50 601	50 601	48 189	50 357	53 127

North West: Greater Taung(NW394) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 889	14 444	15 294	15 243	15 243	15 243	13 142	14 490	15 504
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		3 290			3 758	3 758	3 758	4 076	4 361	4 666
Cellphone Allowance					1 323	1 323	1 323	1 295	1 386	1 483
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 179	14 444	15 294	20 324	20 324	20 324	18 513	20 237	21 653
% increase	4		9.6%	5.9%	32.9%			(8.9%)	9.3%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 307	2 784	3 665	6 647	6 647	6 647	7 634	8 156	8 727
Pension and UIF Contributions		107	35	9				91	97	104
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			455	593						
Cellphone Allowance			27	48				72	77	82
Housing Allowances										
Other benefits and allowances			542	406						
Payments in lieu of leave			124							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 414	3 968	4 721	6 647	6 647	6 647	7 798	8 330	8 913
% increase	4		(26.7%)	19.0%	40.8%			17.3%	6.8%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		32 408	38 130	41 392	44 681	44 681	44 681	47 200	50 355	53 819
Pension and UIF Contributions		3 514	6 124	6 849	5 396	5 396	5 396	10 435	11 124	11 839
Medical Aid Contributions		1 191	2 397	2 733	3 053	3 053	3 053	3 377	3 566	3 730
Overtime										
Performance Bonus		1 315								
Motor Vehicle Allowance		6 284	2 796	2 657	8 483	8 483	8 483	5 030	5 089	5 145
Cellphone Allowance					1 978	1 978	1 978	449	461	485
Housing Allowances		47	46	1 302	153	153	153	670	675	677
Other benefits and allowances			837	780	2 046	2 046	2 046	3 551	3 781	4 034
Payments in lieu of leave			958	555	3 154	3 154	3 154	1 775	1 894	2 018
Long service awards										
Post-retirement benefit obligations					18	18	18			
Sub Total - Other Municipal Staff		44 759	51 288	56 269	68 962	68 962	68 962	72 486	76 945	81 748
% increase	4		14.6%	9.7%	22.6%			5.1%	6.2%	6.2%
Total Parent Municipality		63 351	69 700	76 284	95 933	95 933	95 933	98 797	105 512	112 314
% increase	4		10.0%	9.4%	25.8%			3.0%	6.8%	6.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 351	69 700	76 284	95 933	95 933	95 933	98 797	105 512	112 314
% increase	4		10.0%	9.4%	25.8%			3.0%	6.8%	6.4%
TOTAL MANAGERS AND STAFF	5	50 172	55 257	60 990	75 609	75 609	75 609	80 284	85 275	90 661

North West: Lekwa-Teemane(NW396) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 827	4 468	4 254	3 423	3 675	3 675	4 011	4 225	4 519
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					219	372	372	303	385	408
Housing Allowances					353	353	353	394	418	443
Other benefits and allowances										
Sub Total - Councillors		3 827	4 468	4 254	3 996	4 400	4 400	4 708	5 028	5 370
% increase	4		16.7%	(4.8%)	(6.1%)	10.1%		7.0%	6.8%	6.8%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 742	2 288	2 719	2 975	28 666	2 867	4 834	5 125	5 432
Pension and UIF Contributions					40	40	40			
Medical Aid Contributions										
Overtime										
Performance Bonus					427	427	427			
Motor Vehicle Allowance		458	522	463	600	600	600			
Cellphone Allowance			65	43	72	72	72			
Housing Allowances		502	723	605	300	300	300			
Other benefits and allowances		357	233	6	198	198	198			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 058	3 832	3 837	4 613	30 304	4 504	4 834	5 125	5 432
% increase	4		25.3%	0.1%	20.2%	557.0%	(85.1%)	7.3%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		25 465	22 391	25 418	26 343	30 567	30 567	31 294	33 307	35 564
Pension and UIF Contributions		6 903	5 035	7 661	5 702	6 353	6 353	6 698	7 167	7 669
Medical Aid Contributions			3 187	861	2 577	3 171	3 172	1 200	1 284	1 374
Overtime		1 620	2 165	2 210	2 338	2 405	2 405	2 300	2 461	2 633
Performance Bonus										
Motor Vehicle Allowance					2 013	2 284	2 284	2 100	2 247	2 405
Cellphone Allowance		153	224	219	136	219	219	180	193	207
Housing Allowances		583	818	804	523	1 156	1 156	950	1 017	1 088
Other benefits and allowances		924	15		1 436	1 522	1 522	494	1 005	1 079
Payments in lieu of leave		90	1 894	1 999	198	2 499	2 499	400	428	458
Long service awards		2 601						100	107	114
Post-retirement benefit obligations		(2 335)	7 627	5 235				6 000	6 527	6 984
Sub Total - Other Municipal Staff		36 003	43 357	44 408	41 266	50 177	50 178	51 716	55 743	59 575
% increase	4		20.4%	2.4%	(7.1%)	21.6%		3.1%	7.8%	6.9%
Total Parent Municipality		42 888	51 657	52 500	49 874	84 881	59 082	61 258	65 896	70 377
% increase	4		20.4%	1.6%	(5.0%)	70.2%	(30.4%)	3.7%	7.6%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		42 888	51 657	52 500	49 874	84 881	59 082	61 258	65 896	70 377
% increase	4		20.4%	1.6%	(5.0%)	70.2%	(30.4%)	3.7%	7.6%	6.8%
TOTAL MANAGERS AND STAFF	5	39 061	47 190	48 245	45 879	80 481	54 682	56 550	60 868	65 007

North West: Kagisano-Molopo(NW397) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 491	6 278	6 630	9 222	9 222	9 222	4 773	5 131	5 516
Pension and UIF Contributions			644	501				716	770	827
Medical Aid Contributions										
Motor Vehicle Allowance								1 193	1 283	1 379
Cellphone Allowance								626	673	723
Housing Allowances								1 150	1 236	1 329
Other benefits and allowances			1 682	2 111						
Sub Total - Councillors		4 491	8 604	9 242	9 222	9 222	9 222	8 459	9 093	9 775
% increase	4		91.6%	7.4%	(0.2%)			(8.3%)	7.5%	7.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 496	2 651	2 685				4 824	5 186	5 574
Pension and UIF Contributions		368	431	324				140	150	161
Medical Aid Contributions								126	135	145
Overtime										
Performance Bonus										
Motor Vehicle Allowance			1 343	192				308	332	356
Cellphone Allowance								24	26	28
Housing Allowances										
Other benefits and allowances		219						306	329	353
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 083	4 425	3 201				5 727	6 157	6 618
% increase	4		43.5%	(27.7%)	(100.0%)				7.5%	7.5%
Other Municipal Staff										
Basic Salaries and Wages		13 780	10 487	14 769	25 495	25 495	25 495	16 534	17 774	19 107
Pension and UIF Contributions			2 941	3 172				2 638	2 836	3 049
Medical Aid Contributions								1 387	1 491	1 602
Overtime										
Performance Bonus			1 543	757						
Motor Vehicle Allowance			2 393	3 778				561	603	648
Cellphone Allowance								262	282	303
Housing Allowances			260	216				120	129	139
Other benefits and allowances		2 542	303	662				1 293	1 390	1 495
Payments in lieu of leave										
Long service awards		74	165	75						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		16 395	18 091	23 429	25 495	25 495	25 495	22 795	24 505	26 343
% increase	4		10.3%	29.5%	8.8%			(10.6%)	7.5%	7.5%
Total Parent Municipality		23 969	31 120	35 872	34 716	34 716	34 716	36 981	39 755	42 736
% increase	4		29.8%	15.3%	(3.2%)			6.5%	7.5%	7.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 969	31 120	35 872	34 716	34 716	34 716	36 981	39 755	42 736
% increase	4		29.8%	15.3%	(3.2%)			6.5%	7.5%	7.5%
TOTAL MANAGERS AND STAFF	5	19 478	22 516	26 631	25 495	25 495	25 495	28 522	30 662	32 961

North West: Dr Ruth Segomotsi Mompati(DC39) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 019	3 139	3 340	3 574	4 026	4 026	3 669	3 925	4 200
Pension and UIF Contributions		453	536	571	526	586	586	595	637	681
Medical Aid Contributions		76	121	121	75	130	130	69	74	79
Motor Vehicle Allowance		755	772	820	877	906	906	900	963	1 030
Cellphone Allowance			114	117				230	246	263
Housing Allowances		729	631	675	860	899	899	836	894	957
Other benefits and allowances		295	203	231	315	398	398	327	349	374
Sub Total - Councillors		5 326	5 515	5 875	6 228	6 944	6 944	6 624	7 088	7 584
% increase	4		3.5%	6.5%	6.0%	11.5%		(4.6%)	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 886	4 831	5 970	5 844	7 634	7 634	8 366	8 952	9 578
Pension and UIF Contributions		751	823	996	936	1 012	1 012	1 256	1 344	1 438
Medical Aid Contributions		1 651	1 752	136	134	177	177	177	189	202
Overtime										
Performance Bonus		950	112		1 547	1 641	1 641	1 783	1 908	2 041
Motor Vehicle Allowance		800	1 251	1 061	896	1 096	1 096	1 292	1 382	1 479
Cellphone Allowance		20	7	7	18	18	18	28	30	32
Housing Allowances		1 450	3 250	1 695	1 805	1 645	1 645	1 978	2 117	2 265
Other benefits and allowances		13 346	3 965	201	168					
Payments in lieu of leave		266	159	359	237	324	324	335	358	383
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		24 120	16 150	10 425	11 585	13 548	13 548	15 214	16 279	17 419
% increase	4		(33.0%)	(35.5%)	11.1%	16.9%		12.3%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		30 612	46 763	49 308	41 497	51 161	51 161	51 880	55 512	59 397
Pension and UIF Contributions		5 705	5 946	8 235	8 398	9 268	9 268	9 249	9 897	10 589
Medical Aid Contributions		2 612	3 346	9 419	2 852	4 714	4 714	2 965	3 172	3 394
Overtime		1 722	1 953	2 140	1 439	1 865	1 865	1 192	1 276	1 365
Performance Bonus					3 709	(1 641)	(1 641)			
Motor Vehicle Allowance		6 050	10 589	11 260	11 830	11 700	11 700	11 854	12 684	13 572
Cellphone Allowance		150	191	236	180	502	502	170	182	195
Housing Allowances		504	508	484	265	493	493	154	165	177
Other benefits and allowances		10 703	8	5 038	1 716	7 080	7 080	11 728	12 549	13 427
Payments in lieu of leave		945	956	2 885	1 399	990	990	1 514	1 620	1 734
Long service awards		302	308		197	284	284	174	186	199
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		59 304	70 568	89 005	73 483	86 416	86 416	90 881	97 243	104 050
% increase	4		19.0%	26.1%	(17.4%)	17.6%		5.2%	7.0%	7.0%
Total Parent Municipality		88 751	92 233	105 304	91 296	106 909	106 909	112 720	120 610	129 053
% increase	4		3.9%	14.2%	(13.3%)	17.1%		5.4%	7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		88 751	92 233	105 304	91 296	106 909	106 909	112 720	120 610	129 053
% increase	4		3.9%	14.2%	(13.3%)	17.1%		5.4%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	83 424	86 718	99 430	85 068	99 964	99 964	106 096	113 522	121 469

North West: City Of Matlosana(NW403) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		19 427	20 850	20 458	21 421	21 421	21 421	25 138	26 697	28 272
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 427	20 850	20 458	21 421	21 421	21 421	25 138	26 697	28 272
% increase	4		7.3%	(1.9%)	4.7%			17.4%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 743	10 206	9 706	7 878	7 878	7 878	8 961	9 678	10 452
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 743	10 206	9 706	7 878	7 878	7 878	8 961	9 678	10 452
% increase	4		51.3%	(4.9%)	(18.8%)			13.7%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		264 720	269 540	277 822	304 130	302 687	302 687	335 809	366 146	387 749
Pension and UIF Contributions		57 007	59 912	61 759	71 223	67 896	67 896	70 715	75 099	79 530
Medical Aid Contributions		39 097	33 306	54 123	30 473	29 000	29 000	27 947	29 680	31 431
Overtime		23 192	28 953	29 869	20 184	25 699	25 699	19 451	20 657	21 875
Performance Bonus										
Motor Vehicle Allowance		3 117	6 169	6 883	7 007	6 913	6 913	7 391	7 850	8 313
Cellphone Allowance				577	640	640	640	647	687	728
Housing Allowances		1 414	1 283	1 387	1 811	2 043	2 043	1 827	1 940	2 055
Other benefits and allowances		44 144	52 469	28 126	40 726	39 646	39 646	39 585	34 141	36 155
Payments in lieu of leave			3 669	3 735	4 032	4 032	4 032	4 132	4 388	4 647
Long service awards		6 017	3 110	4 454						
Post-retirement benefit obligations					11 000	11 000	11 000	11 000	11 682	12 371
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		26 171	31 056	30 164	29 300	29 300	29 300	34 099	36 374	38 724
% increase	4		18.7%	(2.9%)	(2.9%)			16.4%	6.7%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		26 171	31 056	30 164	29 300	29 300	29 300	34 099	36 374	38 724
% increase	4		18.7%	(2.9%)	(2.9%)			16.4%	6.7%	6.5%
TOTAL MANAGERS AND STAFF	5	6 743	10 206	9 706	7 878	7 878	7 878	8 961	9 678	10 452

North West: Maquassi Hills(NW404) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 540	3 697		4 042	4 318		5 357	5 906	6 508
Pension and UIF Contributions		438	456		475	532				
Medical Aid Contributions		84	132		178	195				
Motor Vehicle Allowance		1 348	1 428		1 566	1 681		1 786	1 969	2 170
Cellphone Allowance		301	307		536	514		546	602	663
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 710	6 020		6 797	7 240		7 688	8 476	9 341
% increase	4		5.4%	(100.0%)		6.5%	(100.0%)		10.2%	10.2%
Senior Managers of the Municipality	2						73 181	77 079		
Basic Salaries and Wages					4 109	3 800		3 677	3 686	4 062
Pension and UIF Contributions					211	214		247	248	273
Medical Aid Contributions					36	36		46	42	47
Overtime										
Performance Bonus			134		749	467				
Motor Vehicle Allowance					991	848		1 002	998	1 100
Cellphone Allowance					162	135		146	149	164
Housing Allowances										
Other benefits and allowances								0	0	0
Payments in lieu of leave								701	696	767
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			134		6 257	5 500		5 820	5 820	6 413
% increase	4			(100.0%)		(12.1%)	(100.0%)			10.2%
Other Municipal Staff										
Basic Salaries and Wages					40 083	37 599		49 742	49 017	54 017
Pension and UIF Contributions					10 836	10 493		12 417	11 715	12 910
Medical Aid Contributions					4 790	4 861		1 125	6 046	6 662
Overtime		296	1 217		1 600	2 233		1 064	1 058	1 166
Performance Bonus		1 671	1 913		3 232	3 096				
Motor Vehicle Allowance					3 156	3 076		3 823	3 802	4 189
Cellphone Allowance					272	268		409	407	449
Housing Allowances		226	215		245	660		424	423	466
Other benefits and allowances					1 024	748		1 734	1 726	1 902
Payments in lieu of leave		535	522					398	3 952	4 355
Long service awards		151	182		138	142		123	132	146
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		2 881	4 050		65 377	63 176		71 260	78 279	86 263
% increase	4		40.6%	(100.0%)		(3.4%)	(100.0%)		9.9%	10.2%
Total Parent Municipality		8 591	10 203		78 432	75 916		84 768	92 575	102 018
% increase	4		18.8%	(100.0%)		(3.2%)	(100.0%)		9.2%	10.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		8 591	10 203		78 432	75 916		84 768	92 575	102 018
% increase	4		18.8%	(100.0%)		(3.2%)	(100.0%)		9.2%	10.2%
TOTAL MANAGERS AND STAFF	5	2 881	4 184		71 635	68 676		77 080	84 099	92 677

North West: Tlokwe-Ventersdorp(NW405) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

North West: Dr Kenneth Kaunda(DC40) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 167	4 467	4 700	5 259	5 259	5 259	5 680	5 575	5 909
Pension and UIF Contributions		477	504	504	838	338	338	365	888	941
Medical Aid Contributions		195	277	307	342	126	126	136	362	384
Motor Vehicle Allowance		1 589	1 470	1 491	2 031	1 783	1 783	1 925	2 153	2 282
Cellphone Allowance		278	363	360	384	384	384	414	407	431
Housing Allowances										
Other benefits and allowances		628	516	525	696	596	596	643	737	781
Sub Total - Councillors		7 333	7 596	7 887	9 549	8 484	8 484	9 163	10 122	10 729
% increase	4		3.6%	3.8%	21.1%	(11.1%)		8.0%	10.5%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 200		7 461	8 626	8 626	8 626	9 229	9 875	10 567
Pension and UIF Contributions					70	70	70	75	80	86
Medical Aid Contributions										
Overtime										
Performance Bonus					1 131	1 131	1 131	1 210	1 295	1 385
Motor Vehicle Allowance				432						
Cellphone Allowance				76	111	111	111	119	127	136
Housing Allowances										
Other benefits and allowances				254						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 200		8 223	9 938	9 938	9 938	10 634	11 378	12 174
% increase	4		(100.0%)		20.9%			7.0%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		30 455	36 634	33 696	45 355	37 638	37 638	38 929	38 747	48 371
Pension and UIF Contributions		5 118	5 513	5 854	16 052	7 272	7 272	7 854	7 015	8 036
Medical Aid Contributions		1 870	2 168	2 269	3 580	2 690	2 690	2 906	3 795	4 023
Overtime		329	161	172	675	193	193	535	709	752
Performance Bonus					1 164	464	464	501	1 234	1 308
Motor Vehicle Allowance		3 279	4 057	4 437	6 284	4 938	4 938	5 335	6 662	7 061
Cellphone Allowance		737	776	817	1 176	868	868	938	1 247	1 321
Housing Allowances		244	303	314	705	478	478	559	747	792
Other benefits and allowances		2 391	2 854	3 234	6 712	4 212	4 212	4 890	7 115	7 542
Payments in lieu of leave		1 781	1 877	1 881	1 940	1 907	1 907	2 148	2 057	2 180
Long service awards				1 787				2 000	2 000	2 000
Post-retirement benefit obligations		766	815	586				1 000	1 000	1 000
Sub Total - Other Municipal Staff		46 971	55 158	55 046	83 645	60 661	60 661	67 595	72 327	84 385
% increase	4		17.4%	(0.2%)	52.0%	(27.5%)		11.4%	7.0%	16.7%
Total Parent Municipality		56 504	62 754	71 156	103 131	79 083	79 083	87 391	93 826	107 288
% increase	4		11.1%	13.4%	44.9%	(23.3%)		10.5%	7.4%	14.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 504	62 754	71 156	103 131	79 083	79 083	87 391	93 826	107 288
% increase	4		11.1%	13.4%	44.9%	(23.3%)		10.5%	7.4%	14.3%
TOTAL MANAGERS AND STAFF	5	49 171	55 158	63 269	93 583	70 599	70 599	78 228	83 704	96 560

Western Cape: Cape Town(CPT) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		98 484	104 001	109 939	118 539	118 539	118 539	82 429	87 787	93 493
Pension and UIF Contributions		4 488	4 583	4 692	5 298	5 298	5 298	54 286	57 814	61 572
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					5 327	5 327	5 327	5 184	5 521	5 879
Housing Allowances										
Other benefits and allowances		8 701	11 125	13 781	10 147	10 147	10 147	9 154	9 760	10 395
Sub Total - Councillors		111 673	119 709	128 412	139 311	139 311	139 311	151 053	160 882	171 339
% increase	4		7.2%	7.3%	8.5%			8.4%	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		18 616	20 746	20 347	22 929	22 929	22 929	22 462	24 080	25 669
Pension and UIF Contributions		1 385	1 322	1 359	1 504	1 504	1 504	1 362	1 460	1 557
Medical Aid Contributions		243	226	215	232	232	232	223	239	255
Overtime										
Performance Bonus										
Motor Vehicle Allowance		445	456	568	614	614	614	567	608	648
Cellphone Allowance				122	180	180	180	191	205	219
Housing Allowances										
Other benefits and allowances		30	338	74	82	82	82	69	73	78
Payments in lieu of leave				408						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		20 719	23 088	23 093	25 541	25 541	25 541	24 874	26 665	28 426
% increase	4		11.4%		10.6%			(2.6%)	7.2%	6.6%
Other Municipal Staff										
Basic Salaries and Wages		4 845 122	4 889 922	5 722 147	6 780 959	6 801 730	6 800 753	7 242 965	7 924 716	8 720 009
Pension and UIF Contributions		753 001	839 455	910 752	1 221 469	1 207 283	1 207 530	1 353 454	1 477 230	1 604 301
Medical Aid Contributions		439 331	492 621	546 210	601 139	601 145	601 375	657 553	718 052	779 809
Overtime		335 100	359 418	389 657	401 992	450 727	456 044	428 072	467 455	507 656
Performance Bonus										
Motor Vehicle Allowance		179 998	186 485	189 840	202 120	202 747	202 819	205 766	222 022	241 128
Cellphone Allowance		13 367	13 704	13 569	14 170	15 004	15 022	16 545	17 935	19 481
Housing Allowances		29 266	26 512	28 439	28 727	53 364	53 364	55 668	60 790	66 018
Other benefits and allowances		172 522	198 172	186 332	208 053	204 683	204 957	228 584	249 616	271 084
Payments in lieu of leave		81 997	134 127	84 746	114 587	114 559	114 517	125 376	136 911	148 685
Long service awards		73 013	17 824	19 968	58 800	58 800	58 800	51 078	55 777	60 574
Post-retirement benefit obligations		502 763	1 459 526	6 191	189 951	189 951	189 951	207 636	219 056	231 104
Sub Total - Other Municipal Staff		7 425 480	8 617 766	8 097 851	9 821 967	9 899 993	9 905 132	10 572 697	11 549 560	12 649 849
% increase	4		16.1%	(6.0%)	21.3%	0.8%	0.1%	6.7%	9.2%	9.5%
Total Parent Municipality		7 557 872	8 760 563	8 249 356	9 986 819	10 064 845	10 069 984	10 748 624	11 737 107	12 849 614
% increase	4		15.9%	(5.8%)	21.1%	0.8%	0.1%	6.7%	9.2%	9.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		208	445	356	873	873	873	1 054	1 387	1 477
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		208	445	356	873	873	873	1 054	1 387	1 477
% increase	4		113.9%	(20.0%)	145.2%			20.7%	31.6%	6.5%
Senior Managers of Entities										
Basic Salaries and Wages		5 946	4 850	6 057	6 469	6 709	6 709	7 145	7 609	8 104
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		5 946	4 850	6 057	6 469	6 709	6 709	7 145	7 609	8 104
% increase	4		(18.4%)	24.9%	6.8%	3.7%		6.5%	6.5%	6.5%
Other Staff of Entities										
Basic Salaries and Wages		30 798	36 868	37 960	46 959	48 779	48 779	66 124	84 897	90 415
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		30 798	36 868	37 960	46 959	48 779	48 779	66 124	84 897	90 415
% increase	4		19.7%	3.0%	23.7%	3.9%		35.6%	28.4%	6.5%
Total Municipal Entities		36 952	42 163	44 373	54 301	56 361	56 361	74 323	93 893	99 996
TOTAL SALARY, ALLOWANCES & BENEFITS		7 594 824	8 802 726	8 293 729	10 041 120	10 121 206	10 126 345	10 822 947	11 831 000	12 949 610
% increase	4		15.9%	(5.8%)	21.1%	0.8%	0.1%	6.9%	9.3%	9.5%
TOTAL MANAGERS AND STAFF	5	7 482 943	8 682 572	8 164 961	9 900 936	9 981 022	9 986 161	10 670 840	11 668 731	12 776 794

Western Cape: Matzikama(WC011) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 491	4 051	4 448	4 829	4 829	4 829	5 119	5 436	5 757
Pension and UIF Contributions		290	455	435	476	434	434	460	489	517
Medical Aid Contributions		27	80	106	128	128	128	130	138	146
Motor Vehicle Allowance		616	414	345	365	351	351	387	411	435
Cellphone Allowance		216	301	310	352	352	352	373	396	419
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 641	5 301	5 642	6 150	6 094	6 094	6 469	6 870	7 275
% increase	4		14.2%	6.4%	9.0%	(0.9%)		6.2%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 853	2 528	3 755	3 692	4 157	4 157	4 606	4 882	5 175
Pension and UIF Contributions		482	595	627	666	683	683	752	797	845
Medical Aid Contributions		168		172	259	184	184	193	204	217
Overtime										
Performance Bonus		229				430	430	760	806	854
Motor Vehicle Allowance		383	639	484	479	531	531	523	554	587
Cellphone Allowance										
Housing Allowances		103			104					
Other benefits and allowances		37			239					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 256	3 762	5 037	5 438	5 984	5 984	6 833	7 243	7 678
% increase	4		(11.6%)	33.9%	8.0%	10.0%		14.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		47 710	50 868	54 592	61 899	60 586	60 586	66 192	70 879	75 897
Pension and UIF Contributions		8 531	8 179	8 905	11 019	10 918	10 918	12 167	13 026	13 946
Medical Aid Contributions		1 918	2 290	2 476	3 274	3 311	3 311	3 536	3 785	4 052
Overtime		1 662	2 246	2 839	2 579	2 807	2 807	2 807	3 003	3 213
Performance Bonus		(229)				(430)	(430)			
Motor Vehicle Allowance		2 461	2 544	2 756	3 909	3 763	3 763	3 772	4 041	4 329
Cellphone Allowance		6	6	6	3	132	132	122	131	140
Housing Allowances		134	165	205	268	840	840	791	847	906
Other benefits and allowances		1 850	2 044	2 178	2 314	2 557	2 557	2 599	2 781	2 975
Payments in lieu of leave		428	897	972	530	530	530	972	1 040	1 113
Long service awards										
Post-retirement benefit obligations		1 295	1 337	1 400	1 521	1 693	1 693	1 795	1 921	2 055
Sub Total - Other Municipal Staff		65 765	70 575	76 329	87 317	86 708	86 708	94 752	101 453	108 628
% increase	4		7.3%	8.2%	14.4%	(0.7%)		9.3%	7.1%	7.1%
Total Parent Municipality		74 662	79 638	87 008	98 905	98 786	98 786	108 055	115 567	123 581
% increase	4		6.7%	9.3%	13.7%	(0.1%)		9.4%	7.0%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		74 662	79 638	87 008	98 905	98 786	98 786	108 055	115 567	123 581
% increase	4		6.7%	9.3%	13.7%	(0.1%)		9.4%	7.0%	6.9%
TOTAL MANAGERS AND STAFF	5	70 021	74 336	81 366	92 755	92 692	92 692	101 586	108 697	116 306

Western Cape: Cederberg(WC012) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 327	2 954	3 150	3 210	3 210	3 210	3 474	3 700	3 941
Pension and UIF Contributions		109	233	338	379	379	379	387	412	439
Medical Aid Contributions		17	67	81	97	97	97	125	133	142
Motor Vehicle Allowance		701	529	572	552	552	552	469	499	532
Cellphone Allowance		67	43	30	23	23	23	22	24	25
Housing Allowances										
Other benefits and allowances		236	250	136	413	413	413			
Sub Total - Councillors		3 457	4 076	4 307	4 674	4 674	4 674	4 478	4 769	5 079
% increase	4		17.9%	5.7%	8.5%			(4.2%)	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 549	3 566	3 526	3 625	3 625	3 625	3 830	4 079	4 345
Pension and UIF Contributions		651	653	627	675	675	675	345	367	391
Medical Aid Contributions			18		20	20	20	31	33	35
Overtime										
Performance Bonus		226		414				455	484	516
Motor Vehicle Allowance		638	635	571	631	631	631	1 096	1 167	1 243
Cellphone Allowance								38	40	43
Housing Allowances		72	60	72	72	72	72	217	231	246
Other benefits and allowances		5	717		319	2 204	2 204	62	66	71
Payments in lieu of leave				186						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 141	5 649	5 396	5 341	7 226	7 226	6 073	6 468	6 888
% increase	4		9.9%	(4.5%)	(1.0%)	35.3%		(16.0%)	6.5%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		37 355	38 450	40 165	37 297	37 720	37 720	43 158	45 964	48 951
Pension and UIF Contributions		712	5 773	6 781	6 079	6 488	6 488	7 023	7 480	7 966
Medical Aid Contributions		3 000	1 704	2 495	2 601	2 442	2 442	2 983	3 177	3 383
Overtime		1 918		3 055	2 250	2 961	2 961	1 900	2 024	2 155
Performance Bonus		2 544	2 115							
Motor Vehicle Allowance		4 022	2 196	3 152	3 309	3 289	3 289	3 244	3 454	3 679
Cellphone Allowance								188	200	213
Housing Allowances		230	235	285	170	740	740	663	706	752
Other benefits and allowances		2 307	5 720	7 746	5 777	7 891	7 891	6 104	6 501	6 924
Payments in lieu of leave										
Long service awards			504	252				344	367	390
Post-retirement benefit obligations		1 000	605	1 652	1 250	1 925	1 925	2 099	2 235	2 381
Sub Total - Other Municipal Staff		53 089	57 302	65 582	58 733	63 455	63 455	67 707	72 108	76 795
% increase	4		7.9%	14.4%	(10.4%)	8.0%		6.7%	6.5%	6.5%
Total Parent Municipality		61 687	67 027	75 286	68 748	75 355	75 355	78 257	83 344	88 762
% increase	4		8.7%	12.3%	(8.7%)	9.6%		3.9%	6.5%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 687	67 027	75 286	68 748	75 355	75 355	78 257	83 344	88 762
% increase	4		8.7%	12.3%	(8.7%)	9.6%		3.9%	6.5%	6.5%
TOTAL MANAGERS AND STAFF	5	58 230	62 951	70 978	64 074	70 681	70 681	73 780	78 576	83 683

Western Cape: Bergrivier(WC013) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 684	3 277	3 417	3 648	3 427	3 427	3 649	3 868	4 100
Pension and UIF Contributions		292	317	336	338					
Medical Aid Contributions		35	35	35	32			35	37	39
Motor Vehicle Allowance		1 041	730	871	922	871	871	928	984	1 043
Cellphone Allowance		206	171	190	334	276	276	271	287	304
Housing Allowances										
Other benefits and allowances			205							
Sub Total - Councillors		4 257	4 735	4 849	5 274	4 573	4 573	4 883	5 176	5 486
% increase	4		11.2%	2.4%	8.8%	(13.3%)		6.8%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 329	2 615	2 827	2 969	2 969	2 969	2 716	2 878	3 051
Pension and UIF Contributions		493	564	565	542	542	542	496	525	557
Medical Aid Contributions		147	125	127	133	133	133	141	149	158
Overtime										
Performance Bonus										
Motor Vehicle Allowance		341	434	377	399	399	399	303	322	341
Cellphone Allowance										
Housing Allowances		281	255	253	268	268	268	263	279	296
Other benefits and allowances		641	257	239	303	303	303	284	301	319
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 233	4 248	4 388	4 613	4 613	4 613	4 202	4 455	4 722
% increase	4		0.4%	3.3%	5.1%			(8.9%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		45 546	49 822	51 061	57 566	55 015	55 015	62 942	66 719	71 490
Pension and UIF Contributions		8 140	8 689	8 759	10 566	9 651	9 651	11 665	12 365	13 108
Medical Aid Contributions		3 168	3 434	3 840	5 300	5 371	5 371	6 017	6 380	6 763
Overtime		2 699	2 935	3 354	3 287	4 765	4 765	3 502	3 712	3 936
Performance Bonus										
Motor Vehicle Allowance		2 958	2 952	3 132	3 353	3 586	3 586	3 532	3 743	3 968
Cellphone Allowance										
Housing Allowances		206	217	241	229	1 095	1 095	875	924	967
Other benefits and allowances		2 872	3 575	8 743	9 706	9 768	9 768	11 470	12 155	12 882
Payments in lieu of leave		889	751	880	529	265	265	493	522	553
Long service awards		386	516	378	781	1 155	1 155	853	910	969
Post-retirement benefit obligations		1 063	1 224	1 754	1 915	1 927	1 927	2 101	2 244	2 397
Sub Total - Other Municipal Staff		67 928	74 114	82 143	93 233	92 599	92 599	103 450	109 673	117 032
% increase	4		9.1%	10.8%	13.5%	(0.7%)		11.7%	6.0%	6.7%
Total Parent Municipality		76 417	83 098	91 380	103 120	101 785	101 785	112 536	119 304	127 240
% increase	4		8.7%	10.0%	12.8%	(1.3%)		10.6%	6.0%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		76 417	83 098	91 380	103 120	101 785	101 785	112 536	119 304	127 240
% increase	4		8.7%	10.0%	12.8%	(1.3%)		10.6%	6.0%	6.7%
TOTAL MANAGERS AND STAFF	5	72 161	78 363	86 531	97 846	97 212	97 212	107 653	114 128	121 754

Western Cape: Saldanha Bay(WC014) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 849	6 000	6 265	7 347	6 844	6 844	7 138	7 566	8 020
Pension and UIF Contributions		284	290	211	348	348	348	228	242	256
Medical Aid Contributions		62	62	64	70	70	70	116	123	130
Motor Vehicle Allowance		996	1 024	1 036	668	1 068	1 068	1 182	1 253	1 328
Cellphone Allowance		369	511	522	620	620	620	563	597	633
Housing Allowances		306	404	463	475	475	475	575	610	646
Other benefits and allowances			76	81	87	87	87	81	86	91
Sub Total - Councillors		7 867	8 368	8 642	9 615	9 512	9 512	9 884	10 477	11 105
% increase	4		6.4%	3.3%	11.3%	(1.1%)		3.9%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 215	3 107	3 946	4 642	4 490	4 490	4 785	4 999	5 374
Pension and UIF Contributions		540	537	698	845	847	847	870	909	978
Medical Aid Contributions		101	100	104	109	110	110	118	125	134
Overtime										
Performance Bonus		272								
Motor Vehicle Allowance		825	759	919	1 010	1 030	1 030	1 084	1 162	1 249
Cellphone Allowance		10	25	35	50	54	54	46	50	53
Housing Allowances		184	191	212	218	248	248	247	369	397
Other benefits and allowances		648	142	89	79	214	214	112	115	124
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 795	4 861	6 003	6 954	6 993	6 993	7 261	7 729	8 309
% increase	4		(16.1%)	23.5%	15.8%	0.6%		3.8%	6.4%	7.5%
Other Municipal Staff										
Basic Salaries and Wages		130 352	131 738	142 336	177 007	174 671	174 671	177 279	188 252	202 197
Pension and UIF Contributions		23 268	26 035	28 173	30 319	29 445	29 445	31 342	33 423	35 931
Medical Aid Contributions		11 042	7 244	7 988	8 835	9 194	9 194	10 305	10 554	11 346
Overtime		11 385	13 127	13 516	11 363	14 555	14 555	10 323	10 943	11 599
Performance Bonus		11 106	10 701	11 567						
Motor Vehicle Allowance		5 943	8 509	11 048	12 307	11 967	11 967	14 366	14 967	16 090
Cellphone Allowance		103	596	901	878	961	961	1 045	1 112	1 196
Housing Allowances		688	671	751	921	2 397	2 397	2 210	1 767	1 899
Other benefits and allowances		3 535	9 576	10 360	12 232	15 192	15 192	27 767	29 559	31 777
Payments in lieu of leave			2 163	2 637	2 489	2 489	2 489	2 663	2 863	3 077
Long service awards			1 834	139	718	776	776	1 072	951	1 022
Post-retirement benefit obligations			3 198	7 376	3 915	3 915	3 915	5 601	5 938	6 294
Sub Total - Other Municipal Staff		197 420	215 392	236 792	260 984	265 561	265 561	283 972	300 328	322 428
% increase	4		9.1%	9.9%	10.2%	1.8%		6.9%	5.8%	7.4%
Total Parent Municipality		211 082	228 622	251 436	277 553	282 066	282 066	301 117	318 533	341 842
% increase	4		8.3%	10.0%	10.4%	1.6%		6.8%	5.8%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		211 082	228 622	251 436	277 553	282 066	282 066	301 117	318 533	341 842
% increase	4		8.3%	10.0%	10.4%	1.6%		6.8%	5.8%	7.3%
TOTAL MANAGERS AND STAFF	5	203 215	220 254	242 795	267 938	272 554	272 554	291 234	308 057	330 736

Western Cape: Swartland(WC015) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 919	4 793	5 106	6 116	6 116	6 116	5 493	5 822	6 172
Pension and UIF Contributions		588	720	766	837	837	837	824	873	926
Medical Aid Contributions		334	218	255	284	284	284	331	350	371
Motor Vehicle Allowance		1 533	1 495	1 568	1 746	1 746	1 746	2 048	2 171	2 301
Cellphone Allowance		329	478	478	547	547	547	547	580	615
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 703	7 703	8 174	9 530	9 530	9 530	9 243	9 797	10 385
% increase	4		14.9%	6.1%	16.6%			(3.0%)	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 723	5 060	5 581	5 602	5 602	5 602	7 040	7 684	8 291
Pension and UIF Contributions		845	973	1 117	1 265	1 265	1 265	1 290	1 367	1 448
Medical Aid Contributions		329	272	271	310	310	310	313	341	372
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 080	1 046	960	851	851	851	764	810	858
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		196	188	278	583	583	583	289	300	312
Payments in lieu of leave										
Long service awards		212	69	114				297		
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 385	7 609	8 320	8 611	8 611	8 611	9 993	10 501	11 280
% increase	4		3.0%	9.3%	3.5%			16.0%	5.1%	7.4%
Other Municipal Staff										
Basic Salaries and Wages		71 410	76 774	82 379	93 467	95 351	95 351	105 319	113 988	123 287
Pension and UIF Contributions		11 621	12 293	13 146	15 105	15 433	15 433	15 888	16 693	17 622
Medical Aid Contributions		5 071	5 525	6 176	6 945	6 945	6 945	8 542	9 256	10 090
Overtime		4 214	4 465	4 830	4 486	4 486	4 486	5 355	6 076	6 017
Performance Bonus										
Motor Vehicle Allowance		5 248	5 770	5 726	7 378	7 827	7 827	8 166	8 666	9 078
Cellphone Allowance										
Housing Allowances		441	413	445	700	946	946	1 561	1 664	1 764
Other benefits and allowances		5 960	6 422	6 194	6 117	5 875	5 875	7 869	8 342	8 798
Payments in lieu of leave		602	1 465	1 016	1 217	1 217	1 217	1 302	1 393	1 491
Long service awards		2 911	947	808	1 814	1 814	1 814	797	446	997
Post-retirement benefit obligations		10 957	7 348	6 192	10 866	10 866	10 866	10 866	6 935	7 638
Sub Total - Other Municipal Staff		118 435	121 422	126 910	148 095	150 760	150 760	165 665	173 460	186 781
% increase	4		2.5%	4.5%	16.7%	1.8%		9.9%	4.7%	7.7%
Total Parent Municipality		132 523	136 734	143 404	166 236	168 902	168 902	184 900	193 759	208 447
% increase	4		3.2%	4.9%	15.9%	1.6%		9.5%	4.8%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		132 523	136 734	143 404	166 236	168 902	168 902	184 900	193 759	208 447
% increase	4		3.2%	4.9%	15.9%	1.6%		9.5%	4.8%	7.6%
TOTAL MANAGERS AND STAFF	5	125 820	129 031	135 231	156 706	159 372	159 372	175 657	183 962	198 062

Western Cape: West Coast(DC1) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 158	4 280	3 529	4 095	4 460	4 237	4 889	4 462	4 685
Pension and UIF Contributions		438	157	245	286	286	272	374	322	338
Medical Aid Contributions				114	83	113	107	118	124	130
Motor Vehicle Allowance		878	410	482	560	560	532	547	457	479
Cellphone Allowance		183	180	222	263	263	249	360	324	340
Housing Allowances										
Other benefits and allowances		34	18	668	644	644	612	660	693	728
Sub Total - Councillors		4 691	5 045	5 260	5 931	6 326	6 010	6 947	6 381	6 701
% increase	4		7.6%	4.3%	12.8%	6.7%	(5.0%)	15.6%	(8.1%)	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 913	4 068	4 332	4 596	4 596	4 596	5 260	5 680	6 135
Pension and UIF Contributions		198	325	340	370	370	370	102	111	119
Medical Aid Contributions		62	110	117	115	115	115	133	144	155
Overtime										
Performance Bonus		192	170	246	326	326	326	263	284	307
Motor Vehicle Allowance		382	414	462	338	600	600	463	500	540
Cellphone Allowance		78	64	81	61	61	61	81	87	94
Housing Allowances										
Other benefits and allowances			17	0	36	36	36			
Payments in lieu of leave		83								
Long service awards				72				110		
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 906	5 168	5 650	5 841	6 103	6 103	6 412	6 806	7 351
% increase	4		5.4%	9.3%	3.4%	4.5%		5.1%	6.1%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		60 652	66 569	74 050	84 128	81 367	81 367	88 583	92 120	96 733
Pension and UIF Contributions		10 420	15 841	13 094	14 899	14 894	14 894	15 701	16 290	17 102
Medical Aid Contributions				4 713	5 119	6 486	6 486	5 985	6 204	6 510
Overtime		4 396	3 565	6 011	3 659	6 779	6 779	3 143	3 248	3 410
Performance Bonus		2 143	1 898	2 407	6 784	5 499	5 499	4 591	4 823	5 055
Motor Vehicle Allowance		5 384	5 610	6 306	5 989	6 681	6 681	7 119	7 427	7 784
Cellphone Allowance		770	825	634	769	995	995	649	690	722
Housing Allowances		510	312	480	516	1 284	1 284	1 334	1 401	1 471
Other benefits and allowances		6 313	4 643	7 886	11 360	11 360	11 360	3 152	10 020	10 346
Payments in lieu of leave										
Long service awards		423	368							
Post-retirement benefit obligations		14 963	13 137	7 723	15 190	12 955	12 955	22 346	16 082	17 191
Sub Total - Other Municipal Staff		105 975	112 768	123 305	148 414	148 302	148 302	152 604	158 305	166 324
% increase	4		6.4%	9.3%	20.4%	(0.1%)		2.9%	3.7%	5.1%
Total Parent Municipality		115 571	122 982	134 215	160 187	160 731	160 414	165 964	171 492	180 375
% increase	4		6.4%	9.1%	19.4%	0.3%	(0.2%)	3.5%	3.3%	5.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		115 571	122 982	134 215	160 187	160 731	160 414	165 964	171 492	180 375
% increase	4		6.4%	9.1%	19.4%	0.3%	(0.2%)	3.5%	3.3%	5.2%
TOTAL MANAGERS AND STAFF	5	110 881	117 936	128 955	154 256	154 405	154 405	159 017	165 111	173 674

Western Cape: Witzenberg(WC022) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 147	6 922	7 160	7 945	7 945	7 945	8 445	8 952	9 489
Pension and UIF Contributions										
Medical Aid Contributions		786	866	905	1 004	1 004	1 004	1 020	1 081	1 146
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 932	7 789	8 065	8 949	8 949	8 949	9 465	10 033	10 635
% increase	4		12.4%	3.5%	11.0%			5.8%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 205	3 412	3 656	3 917	3 917	3 917	4 062	4 265	4 479
Pension and UIF Contributions		528	613	698	637	637	637	670	704	739
Medical Aid Contributions					111	111	111	124	131	127
Overtime										
Performance Bonus			757	690	785	785	785	767	805	845
Motor Vehicle Allowance		512	696	790	859	859	859	900	945	993
Cellphone Allowance										
Housing Allowances			144	85	103	103	103	66	69	73
Other benefits and allowances				92	136	136	136	145	154	164
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 245	5 623	6 012	6 548	6 548	6 548	6 734	7 074	7 420
% increase	4		32.4%	6.9%	8.9%			2.8%	5.0%	4.9%
Other Municipal Staff										
Basic Salaries and Wages		57 287	61 169	66 383	78 734	78 734	78 734	81 532	88 051	95 511
Pension and UIF Contributions		10 142	11 237	11 339	13 726	13 726	13 726	14 540	15 705	16 955
Medical Aid Contributions		4 305	4 871	5 102	6 191	6 191	6 191	6 916	7 466	8 052
Overtime		6 809	8 257	9 208	7 361	7 376	7 376	10 152	10 925	11 752
Performance Bonus		5 043	4 838	4 909	6 826	6 826	6 826	6 813	7 363	7 953
Motor Vehicle Allowance		3 011	3 012	3 145	3 919	3 919	3 919	4 251	5 116	4 948
Cellphone Allowance										
Housing Allowances		676	668	689	857	857	857	5 269	5 699	6 165
Other benefits and allowances		2 342	2 332	4 916	3 457	3 451	3 451	3 454	3 694	3 944
Payments in lieu of leave		291	634	536	750	750	750	750	791	831
Long service awards		279	424	419	347	347	347	367	388	407
Post-retirement benefit obligations		2 889	2 719	2 926	2 651	2 651	2 651	2 887	3 106	3 262
Sub Total - Other Municipal Staff		93 074	100 162	109 571	124 819	124 828	124 828	136 931	148 303	159 778
% increase	4		7.6%	9.4%	13.9%			9.7%	8.3%	7.7%
Total Parent Municipality		104 252	113 573	123 648	140 317	140 326	140 326	153 130	165 410	177 833
% increase	4		8.9%	8.9%	13.5%			9.1%	8.0%	7.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		104 252	113 573	123 648	140 317	140 326	140 326	153 130	165 410	177 833
% increase	4		8.9%	8.9%	13.5%			9.1%	8.0%	7.5%
TOTAL MANAGERS AND STAFF	5	97 319	105 785	115 583	131 367	131 376	131 376	143 665	155 377	167 198

Western Cape: Drakenstein(WC023) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 009	13 300	13 868	19 984	19 984	19 984	22 414	23 983	25 662
Pension and UIF Contributions		1 298	1 470	1 608						
Medical Aid Contributions		118	124	177						
Motor Vehicle Allowance		2 030	2 233	2 713						
Cellphone Allowance		859	1 323	1 323	1 362	1 362	1 362	1 553	1 662	1 778
Housing Allowances				286						
Other benefits and allowances		326	295							
Sub Total - Councillors		17 641	18 745	19 976	21 346	21 346	21 346	23 967	25 645	27 440
% increase	4		6.3%	6.6%	6.9%			12.3%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 051	6 711	7 541	8 878	8 878	8 878	9 455	10 117	10 825
Pension and UIF Contributions		258	239	252						
Medical Aid Contributions										
Overtime										
Performance Bonus		181								
Motor Vehicle Allowance		577	363	407						
Cellphone Allowance		1	26	42						
Housing Allowances		32								
Other benefits and allowances			95	233						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 101	7 435	8 476	8 878	8 878	8 878	9 455	10 117	10 825
% increase	4		21.9%	14.0%	4.7%			6.5%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		232 791	236 944	269 414	278 896	266 872	266 872	298 943	331 515	368 894
Pension and UIF Contributions		40 477	39 872	40 184	46 417	46 173	46 173	49 622	53 617	57 933
Medical Aid Contributions		18 685	24 545	21 206	15 634	16 052	16 052	17 626	19 388	21 327
Overtime		16 427	18 980	21 065	22 811	23 956	23 956	25 811	27 889	30 134
Performance Bonus		(234)	868	1 177	1 228	1 275	1 275	1 358	1 451	1 549
Motor Vehicle Allowance		5 583	6 299	8 915	9 623	11 822	11 822	12 398	13 126	13 897
Cellphone Allowance		142	290	547	756	768	768	815	864	915
Housing Allowances		2 009	1 899	2 105	2 122	3 145	3 145	3 384	3 580	3 787
Other benefits and allowances		9 545	15 072	13 490	35 660	34 344	34 344	37 023	40 004	43 224
Payments in lieu of leave		4 752	3 246	4 997						
Long service awards				4 031	4 877	5 257	5 257	5 521	5 521	5 521
Post-retirement benefit obligations		5 451	12 941	16 870	14 604	14 678	14 678	15 695	16 768	17 919
Sub Total - Other Municipal Staff		335 629	360 954	404 000	432 627	424 341	424 341	468 197	513 723	565 101
% increase	4		7.5%	11.9%	7.1%	(1.9%)		10.3%	9.7%	10.0%
Total Parent Municipality		359 371	387 134	432 452	462 851	454 565	454 565	501 619	549 484	603 366
% increase	4		7.7%	11.7%	7.0%	(1.8%)		10.4%	9.5%	9.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		359 371	387 134	432 452	462 851	454 565	454 565	501 619	549 484	603 366
% increase	4		7.7%	11.7%	7.0%	(1.8%)		10.4%	9.5%	9.8%
TOTAL MANAGERS AND STAFF	5	341 730	368 389	412 476	441 504	433 219	433 219	477 652	523 839	575 926

Western Cape: Stellenbosch(WC024) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 576	9 042	9 628	10 668	10 668	10 668	11 308	11 986	12 705
Pension and UIF Contributions		503	565	257	911	911	911	965	1 023	1 085
Medical Aid Contributions		116	180	244	122	122	122	129	137	145
Motor Vehicle Allowance		3 065	3 250	3 408	3 601	3 601	3 601	3 817	4 046	4 288
Cellphone Allowance		616	896	895	762	762	762	808	856	908
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 877	13 933	14 431	16 063	16 063	16 063	17 027	18 048	19 131
% increase	4		8.2%	3.6%	11.3%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 480	5 904	6 412	7 803	7 803	7 803	7 899	8 316	8 815
Pension and UIF Contributions		797	891	746	331	331	331	638	676	717
Medical Aid Contributions		94	142		151	151	151	50	53	56
Overtime										
Performance Bonus		127			465	465	465	299		
Motor Vehicle Allowance		371	419	771	391	391	391	784	831	881
Cellphone Allowance		54	55	55	62	62	62	46	49	51
Housing Allowances										
Other benefits and allowances					73	73	73	34	36	38
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 925	7 411	7 983	9 278	9 278	9 278	9 749	9 961	10 559
% increase	4		7.0%	7.7%	16.2%			5.1%	2.2%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		148 922	161 452	181 827	226 423	226 423	226 423	241 278	259 870	279 486
Pension and UIF Contributions		28 369	29 312	32 273	37 744	37 744	37 744	45 391	48 796	52 455
Medical Aid Contributions		12 563	13 739	15 303	18 129	18 129	18 129	22 289	23 850	25 520
Overtime		10 614	12 319	15 993	12 674	12 674	12 674	13 055	13 969	14 947
Performance Bonus										
Motor Vehicle Allowance		8 067	9 181	9 453	9 919	9 919	9 919	15 198	16 270	17 417
Cellphone Allowance		506	551	594	585	585	585	838	897	960
Housing Allowances		1 325	1 265	1 384	1 870	1 870	1 870	2 774	2 968	3 176
Other benefits and allowances		26 206	47 702	49 008	34 219	34 219	34 219	46 743	50 117	53 735
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		236 572	275 521	305 836	341 564	341 564	341 564	387 565	416 737	447 697
% increase	4		16.5%	11.0%	11.7%			13.5%	7.5%	7.4%
Total Parent Municipality		256 374	296 866	328 250	366 905	366 905	366 905	414 341	444 746	477 387
% increase	4		15.8%	10.6%	11.8%			12.9%	7.3%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		256 374	296 866	328 250	366 905	366 905	366 905	414 341	444 746	477 387
% increase	4		15.8%	10.6%	11.8%			12.9%	7.3%	7.3%
TOTAL MANAGERS AND STAFF	5	243 497	282 933	313 819	350 842	350 842	350 842	397 314	426 698	458 256

Western Cape: Breede Valley(WC025) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 084	9 863	10 918	11 596	11 716	11 716	12 387	13 155	13 931
Pension and UIF Contributions		791	757	566	600	567	567	640	680	720
Medical Aid Contributions		100	101	95	101	114	114	116	123	130
Motor Vehicle Allowance		2 046	1 917	1 929	2 044	1 910	1 910	2 022	2 147	2 274
Cellphone Allowance		597	854	856	909	856	856	856	909	962
Housing Allowances		60	53							
Other benefits and allowances		146	147	148	157	148	148	148	157	166
Sub Total - Councillors		12 823	13 693	14 511	15 408	15 309	15 309	16 168	17 170	18 183
% increase	4		6.8%	6.0%	6.2%	(0.6%)		5.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 198	4 374	4 868	5 212	5 447	5 447	5 078	5 392	5 710
Pension and UIF Contributions		143	412	454	462	508	508	468	497	526
Medical Aid Contributions		44	37	53	82	83	83	86	92	97
Overtime										
Performance Bonus										
Motor Vehicle Allowance		489	568	568	602	602	602	598	636	673
Cellphone Allowance		110	121	121	129	121	121	104	111	117
Housing Allowances										
Other benefits and allowances		90	122	56	56	132	132	132	140	149
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 074	5 634	6 121	6 542	6 894	6 894	6 467	6 868	7 273
% increase	4		11.0%	8.6%	6.9%	5.4%		(6.2%)	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		112 221	117 046	122 783	146 969	138 454	138 454	165 154	173 363	183 556
Pension and UIF Contributions		20 234	21 134	21 800	26 827	24 927	24 927	29 129	30 931	32 757
Medical Aid Contributions		10 017	10 640	11 612	16 131	14 247	14 247	16 563	17 590	18 629
Overtime		11 226	12 358	13 211	10 580	10 732	10 732	11 350	12 054	12 765
Performance Bonus										
Motor Vehicle Allowance		4 730	4 601	4 845	6 861	5 874	5 874	6 459	6 860	7 265
Cellphone Allowance		549	732	750	1 039	763	763	799	848	899
Housing Allowances		938	863	893	1 005	2 671	2 671	2 831	3 007	3 185
Other benefits and allowances		19 847	21 443	21 357	24 534	22 651	22 651	26 567	28 215	29 881
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		3 773	4 177	4 578	5 031	4 938	4 938	5 484	5 824	6 167
Sub Total - Other Municipal Staff		183 535	192 993	201 829	238 976	225 258	225 258	264 336	278 691	295 103
% increase	4		5.2%	4.6%	18.4%	(5.7%)		17.3%	5.4%	5.9%
Total Parent Municipality		201 432	212 321	222 461	260 926	247 461	247 461	286 971	302 730	320 560
% increase	4		5.4%	4.8%	17.3%	(5.2%)		16.0%	5.5%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		201 432	212 321	222 461	260 926	247 461	247 461	286 971	302 730	320 560
% increase	4		5.4%	4.8%	17.3%	(5.2%)		16.0%	5.5%	5.9%
TOTAL MANAGERS AND STAFF	5	188 609	198 628	207 949	245 519	232 152	232 152	270 803	285 559	302 377

Western Cape: Langeberg(WC026) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions		829	888	2						
Medical Aid Contributions		33	47							
Motor Vehicle Allowance		1 163	1 215	1 187						
Cellphone Allowance		325	535		628	628	628	514	550	588
Housing Allowances		5	2							
Other benefits and allowances		4 745	5 027	7 143	8 231	8 231	8 231	8 958	9 585	10 256
Sub Total - Councillors		7 099	7 714	8 331	8 858	8 858	8 858	9 471	10 135	10 844
% increase	4		8.7%	8.0%	6.3%			6.9%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 322	4 485	4 961	6 222	6 222	6 222	6 542	6 999	7 489
Pension and UIF Contributions		775	831	921	1 177	1 177	1 177	1 208	1 293	1 383
Medical Aid Contributions		174	98	56	141	141	141	130	139	149
Overtime										
Performance Bonus		431	202	315	370	370	370	391	419	448
Motor Vehicle Allowance		695	461	361	531	531	531	516	552	591
Cellphone Allowance										
Housing Allowances		95	8							
Other benefits and allowances		283	100					132	141	151
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 776	6 185	6 614	8 440	8 440	8 440	8 920	9 544	10 212
% increase	4		(8.7%)	6.9%	27.6%			5.7%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		71 127	76 594	82 621	96 304	96 352	96 352	101 958	106 543	114 005
Pension and UIF Contributions		13 257	14 150	15 005	17 727	17 727	17 727	18 945	20 144	21 562
Medical Aid Contributions		3 612	3 917	4 183	5 151	5 151	5 151	5 525	5 875	6 287
Overtime		5 408	5 624	5 683	6 180	6 260	6 260	9 126	9 703	10 386
Performance Bonus		5 546	6 587	6 877	7 837	7 837	7 837	8 263	8 845	9 468
Motor Vehicle Allowance		4 159	4 299	4 113	5 548	5 548	5 548	5 208	5 537	5 925
Cellphone Allowance										
Housing Allowances		473	438	473	553	553	553	1 858	1 977	2 117
Other benefits and allowances		4 676	5 166	5 870	6 218	6 218	6 218	8 366	8 891	9 517
Payments in lieu of leave		2 262	3 291	3 866	2 477	2 477	2 477	2 187	2 955	2 875
Long service awards		629	684	707	763	763	763	872	942	1 017
Post-retirement benefit obligations		1 953	2 298	2 543	2 772	2 772	2 772	2 601	2 750	2 907
Sub Total - Other Municipal Staff		113 103	123 048	131 939	151 529	151 657	151 657	164 909	174 162	186 064
% increase	4		8.8%	7.2%	14.8%	0.1%		8.7%	5.6%	6.8%
Total Parent Municipality		126 978	136 947	146 885	168 828	168 956	168 956	183 300	193 841	207 120
% increase	4		7.9%	7.3%	14.9%	0.1%		8.5%	5.8%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		126 978	136 947	146 885	168 828	168 956	168 956	183 300	193 841	207 120
% increase	4		7.9%	7.3%	14.9%	0.1%		8.5%	5.8%	6.9%
TOTAL MANAGERS AND STAFF	5	119 879	129 233	138 554	159 970	160 097	160 097	173 828	183 706	196 276

Western Cape: Cape Winelands DM(DC2) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 262	6 662	7 194	8 258	8 193	8 193	7 863	8 258	8 670
Pension and UIF Contributions		569	586	523	520	520	520	540	569	598
Medical Aid Contributions		155	183	206	208	208	208	205	217	228
Motor Vehicle Allowance		1 669	1 654	1 790	2 102	2 073	2 073	2 075	2 180	2 290
Cellphone Allowance		280	299	391	493	493	493	518	546	573
Housing Allowances		60	88	118	366	366	366	386	407	428
Other benefits and allowances		52	178							
Sub Total - Councillors		9 047	9 651	10 222	11 947	11 853	11 853	11 587	12 177	12 787
% increase	4		6.7%	5.9%	16.9%	(0.8%)		(2.2%)	5.1%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 191	2 771	3 081	3 305	3 214	3 214	3 575	3 756	3 943
Pension and UIF Contributions		693	548	608	653	635	635	625	662	694
Medical Aid Contributions		78	112	148	163	165	165	189	201	210
Overtime										
Performance Bonus		258	39	(6)						
Motor Vehicle Allowance		366	655	664	660	664	664	665	699	735
Cellphone Allowance				13	28	53	53	56	60	64
Housing Allowances			154	444	464	580	580	581	611	641
Other benefits and allowances		49	36	42	12	13	13	37	43	44
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 635	4 316	4 993	5 286	5 325	5 325	5 728	6 032	6 331
% increase	4		(23.4%)	15.7%	5.9%	0.7%		7.6%	5.3%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		73 413	75 166	77 285	91 985	91 444	91 444	96 419	102 000	107 727
Pension and UIF Contributions		13 425	13 866	14 254	17 192	17 067	17 067	17 958	19 028	20 092
Medical Aid Contributions		8 117	8 407	8 902	12 199	12 252	12 252	11 561	12 261	12 951
Overtime		3 573	3 530	4 285	3 750	3 750	3 750	3 984	4 216	4 448
Performance Bonus										
Motor Vehicle Allowance		8 516	8 389	9 983	12 205	12 373	12 373	12 506	13 177	13 871
Cellphone Allowance		72	66	74	643	396	396	656	698	732
Housing Allowances		2 947	2 579	2 712	3 345	3 923	3 923	4 049	4 312	4 564
Other benefits and allowances		32 240	10 949	29 983	31 990	35 833	35 833	28 612	30 123	28 836
Payments in lieu of leave		465	2 845	1 287	3 411	3 215	3 215	3 669	3 883	4 102
Long service awards		6 414	3 097	1 394	2 943	2 835	2 835	3 068	3 261	3 459
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		149 181	128 894	150 159	179 664	183 089	183 089	182 482	192 959	200 782
% increase	4		(13.6%)	16.5%	19.6%	1.9%		(0.3%)	5.7%	4.1%
Total Parent Municipality		163 862	142 861	165 375	196 897	200 267	200 267	199 797	211 168	219 900
% increase	4		(12.8%)	15.8%	19.1%	1.7%		(0.2%)	5.7%	4.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		163 862	142 861	165 375	196 897	200 267	200 267	199 797	211 168	219 900
% increase	4		(12.8%)	15.8%	19.1%	1.7%		(0.2%)	5.7%	4.1%
TOTAL MANAGERS AND STAFF	5	154 816	133 210	155 153	184 950	188 414	188 414	188 210	198 991	207 113

Western Cape: Theewaterskloof(WC031) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 037	6 657	7 087	9 619	8 169	8 169	10 196	10 706	11 241
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 005	1 025	959		950	950			
Cellphone Allowance		368	522	527	860	560	560	794	834	876
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 410	8 203	8 573	10 479	9 679	9 679	10 990	11 540	12 117
% increase	4		10.7%	4.5%	22.2%	(7.6%)		13.5%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 590	5 280	5 706	6 084	6 084	6 084	6 513	6 969	7 457
Pension and UIF Contributions		384	579	613	341	341	341	364	390	417
Medical Aid Contributions		94	145	151	129	129	129	140	149	160
Overtime										
Performance Bonus			614	755	597	597	597	634	678	726
Motor Vehicle Allowance		443	596	596	638	638	638	632	676	723
Cellphone Allowance		233	225	41	101	101	101	124	133	142
Housing Allowances		18	22	22	23	23	23	23	24	26
Other benefits and allowances		93	177	177	141	141	141	217	232	248
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 856	7 639	8 060	8 054	8 054	8 054	8 646	9 252	9 899
% increase	4		57.3%	5.5%	(0.1%)			7.4%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		70 469	74 802	82 750	92 945	90 096	90 096	102 366	111 708	122 495
Pension and UIF Contributions		12 255	13 338	14 588	18 890	18 396	18 396	20 484	22 348	24 488
Medical Aid Contributions		3 261	3 627	4 068	4 342	4 494	4 494	5 053	5 510	6 037
Overtime		3 199	4 265	5 232	4 621	5 972	5 972	5 888	6 418	7 027
Performance Bonus										
Motor Vehicle Allowance		4 303	4 467	4 975	4 820	5 387	5 387	5 678	6 202	6 808
Cellphone Allowance										
Housing Allowances		522	489	507	556	1 364	1 364	1 544	1 683	1 843
Other benefits and allowances		5 650	8 993	9 506	11 631	11 627	11 627	10 693	11 580	12 706
Payments in lieu of leave			1 329	1 947		2 000	2 000	2 200	2 398	2 626
Long service awards		542	607	505	862	976	976	999	1 063	1 132
Post-retirement benefit obligations		4 669	5 011	6 586	7 000	7 000	7 000	8 180	8 719	9 314
Sub Total - Other Municipal Staff		104 869	116 928	130 664	145 667	147 313	147 313	163 084	177 627	194 476
% increase	4		11.5%	11.7%	11.5%	1.1%		10.7%	8.9%	9.5%
Total Parent Municipality		117 135	132 771	147 298	164 200	165 046	165 046	182 720	198 419	216 492
% increase	4		13.3%	10.9%	11.5%	0.5%		10.7%	8.6%	9.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		117 135	132 771	147 298	164 200	165 046	165 046	182 720	198 419	216 492
% increase	4		13.3%	10.9%	11.5%	0.5%		10.7%	8.6%	9.1%
TOTAL MANAGERS AND STAFF	5	109 725	124 568	138 725	153 721	155 367	155 367	171 730	186 879	204 375

Western Cape: Overstrand(WC032) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 084	7 415	7 533	8 037	8 037	8 037	8 499	9 008	9 549
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance			518	570	638	638	638	612	612	612
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 084	7 933	8 104	8 674	8 674	8 674	9 110	9 620	10 161
% increase	4		12.0%	2.2%	7.0%			5.0%	5.6%	5.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 100	8 566	9 190	9 735	9 735	9 735	10 150	10 757	11 401
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		139	139	147	154	154	154	154	154	154
Housing Allowances										
Other benefits and allowances		3								
Payments in lieu of leave		82								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 324	8 706	9 337	9 889	9 889	9 889	10 305	10 911	11 555
% increase	4		4.6%	7.3%	5.9%			4.2%	5.9%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		143 857	158 389	165 741	188 357	182 893	182 893	199 010	202 205	214 259
Pension and UIF Contributions		24 051	25 104	27 068	31 736	30 694	30 694	32 625	34 426	36 394
Medical Aid Contributions		8 176	8 828	9 363	11 618	11 038	11 038	11 423	12 322	13 063
Overtime		12 428	14 370	14 765	15 295	13 654	13 654	14 920	15 806	16 725
Performance Bonus										
Motor Vehicle Allowance		9 178	9 750	9 634	12 164	11 239	11 239	6 990	6 993	6 996
Cellphone Allowance		1 785	1 402	1 750	1 348	1 326	1 326	1 278	1 278	1 278
Housing Allowances		1 046	967	944	1 002	1 759	1 759	5 851	5 851	5 851
Other benefits and allowances		9 254	10 083	11 228	10 621	10 108	10 108	11 375	11 972	12 606
Payments in lieu of leave		2 056	1 659	996	729	729	729	709	752	793
Long service awards		690	3 587	1 161	1 802	3 042	3 042	3 139	2 820	2 810
Post-retirement benefit obligations				655	455	455	455	496	526	558
Sub Total - Other Municipal Staff		10 795	17 799	14 378	6 578	16 001	16 001	16 081	16 162	16 242
% increase	4		64.9%	(19.2%)	(54.2%)	143.3%		0.5%	0.5%	0.5%
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Western Cape: Cape Agulhas(WC033) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 903	2 000	2 119	2 299	2 299	2 299	3 228	3 422	3 627
Pension and UIF Contributions		299	314	333	345	345	345	366	388	411
Medical Aid Contributions										
Motor Vehicle Allowance		733	765	812	874	874	874	926	982	1 041
Cellphone Allowance		141	209	188	239	239	239	255	270	286
Housing Allowances										
Other benefits and allowances					4	4	4	12	12	13
Sub Total - Councillors		3 077	3 288	3 452	3 760	3 760	3 760	4 786	5 073	5 377
% increase	4		6.9%	5.0%	8.9%			27.3%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 597	3 123	3 838	4 094	4 137	4 097	4 385	4 649	4 927
Pension and UIF Contributions		589	575	686	746	754	757	799	847	897
Medical Aid Contributions			153	196	214	129	189	136	145	153
Overtime										
Performance Bonus		421	428	513	629	629	651	667	707	749
Motor Vehicle Allowance		192	481	504	416	364	364	386	409	434
Cellphone Allowance						12	17	14	14	14
Housing Allowances										
Other benefits and allowances		66	114	125	80	81	82	86	92	97
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 865	4 873	5 861	6 179	6 106	6 156	6 474	6 862	7 273
% increase	4		26.1%	20.3%	5.4%	(1.2%)	0.8%	5.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		44 130	45 800	49 716	57 383	59 019	57 855	64 052	69 266	74 847
Pension and UIF Contributions		5 746	6 605	7 770	10 066	10 363	10 010	11 220	12 091	13 032
Medical Aid Contributions		2 113	2 278	2 543	2 557	2 451	2 634	3 362	3 369	3 376
Overtime		2 380	2 978	3 093	2 434	2 434	2 554	3 087	3 272	3 468
Performance Bonus										
Motor Vehicle Allowance		3 669	3 799	4 006	4 172	4 223	4 212	4 705	4 716	4 727
Cellphone Allowance					237	237	239	378	376	378
Housing Allowances		384	386	428	542	1 275	1 299	1 187	1 187	1 187
Other benefits and allowances		2 150	2 194	2 491	2 781	3 223	3 464	3 749	3 332	3 443
Payments in lieu of leave		1 391	79	924	500	950	1 050	875	875	875
Long service awards		407	366	376	489	498	498	498	520	550
Post-retirement benefit obligations		1 220	1 396	1 682	3 270	2 074	2 074	2 259	2 500	2 750
Sub Total - Other Municipal Staff		63 590	65 882	73 029	84 430	86 745	85 886	95 372	101 503	108 631
% increase	4		3.6%	10.8%	15.6%	2.7%	(1.0%)	11.0%	6.4%	7.0%
Total Parent Municipality		70 532	74 042	82 342	94 368	96 611	95 802	106 632	113 438	121 281
% increase	4		5.0%	11.2%	14.6%	2.4%	(0.8%)	11.3%	6.4%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 532	74 042	82 342	94 368	96 611	95 802	106 632	113 438	121 281
% increase	4		5.0%	11.2%	14.6%	2.4%	(0.8%)	11.3%	6.4%	6.9%
TOTAL MANAGERS AND STAFF	5	67 455	70 755	78 889	90 608	92 851	92 042	101 847	108 365	115 904

Western Cape: Swellendam(WC034) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 298	3 399	3 773	3 773	3 773	3 773	5 166	5 014	5 315
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 298	3 399	3 773	3 773	3 773	3 773	5 166	5 014	5 315
% increase	4		3.0%	11.0%				36.9%	(2.9%)	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 239	3 063	3 906	5 267	5 267	5 267	5 583	5 918	6 273
Pension and UIF Contributions		420	407	664						
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		428	272	397						
Cellphone Allowance			16	49						
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 086	3 758	5 016	5 267	5 267	5 267	5 583	5 918	6 273
% increase	4		21.8%	33.5%	5.0%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		29 391	32 474	35 134	39 418	38 803	38 803	43 681	46 281	49 047
Pension and UIF Contributions		7 385	7 920	8 482	7 111	7 121	7 121	7 664	8 124	8 611
Medical Aid Contributions					4 407	5 302	5 302	4 853	5 076	5 431
Overtime		2 395	2 502	2 571	2 353	2 665	2 665	2 605	2 762	2 954
Performance Bonus			522	565						
Motor Vehicle Allowance		3 212	3 591	3 619	2 752	2 646	2 646	2 660	2 660	2 660
Cellphone Allowance										
Housing Allowances		233	213	243	547	528	528	528	528	528
Other benefits and allowances		3 155	3 462	2 945	6 718	6 741	6 741	6 492	6 924	7 316
Payments in lieu of leave		17			813	813	813	870	922	987
Long service awards		201	286	171	161	163	163	637	676	716
Post-retirement benefit obligations		897	1 050	2 843	836			894	948	1 005
Sub Total - Other Municipal Staff		46 886	52 018	56 572	65 116	64 783	64 783	70 885	74 900	79 255
% increase	4		10.9%	8.8%	15.1%	(0.5%)		9.4%	5.7%	5.8%
Total Parent Municipality		53 270	59 175	65 360	74 156	73 822	73 822	81 634	85 832	90 843
% increase	4		11.1%	10.5%	13.5%	(0.5%)		10.6%	5.1%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		53 270	59 175	65 360	74 156	73 822	73 822	81 634	85 832	90 843
% increase	4		11.1%	10.5%	13.5%	(0.5%)		10.6%	5.1%	5.8%
TOTAL MANAGERS AND STAFF	5	49 971	55 776	61 588	70 384	70 050	70 050	76 468	80 818	85 528

Western Cape: Overberg(DC3) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 581	3 413	3 290	3 394	3 606	3 606	3 794	3 985	3 794
Pension and UIF Contributions		124	141	141	154	159	159	167	181	191
Medical Aid Contributions		17	13	17						
Motor Vehicle Allowance		1 115	1 281	1 270	1 448	1 504	1 504	1 561	1 700	1 794
Cellphone Allowance		142	225	220	250	258	258	272	294	310
Housing Allowances										
Other benefits and allowances			71	57	76	77	77	81	89	94
Sub Total - Councillors		3 979	5 144	4 996	5 322	5 604	5 604	5 875	6 249	6 183
% increase	4		29.3%	(2.9%)	6.5%	5.3%		4.8%	6.4%	(1.1%)
Senior Managers of the Municipality	2									
Basic Salaries and Wages		846	2 167	2 066	2 945	2 390	2 390	2 986	3 105	3 229
Pension and UIF Contributions		165	203	4	6	4	4	6	6	6
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		25	69	240	167	301	301	346	360	374
Cellphone Allowance										
Housing Allowances		2	1	5	5	4	4	5	5	5
Other benefits and allowances		48	185	35	79	95	95	103	104	106
Payments in lieu of leave		32		23	70	70	70	70	70	70
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 118	2 626	2 372	3 272	2 865	2 865	3 515	3 650	3 791
% increase	4		134.8%	(9.7%)	37.9%	(12.4%)		22.7%	3.9%	3.9%
Other Municipal Staff										
Basic Salaries and Wages		37 951	46 460		54 540	54 755	54 755	56 738	60 068	63 557
Pension and UIF Contributions		6 358	7 408		8 171	8 210	8 210	8 699	9 190	9 776
Medical Aid Contributions		2 505	3 065		3 240	3 401	3 401	3 647	3 827	4 016
Overtime		1 130	1 885		1 372	1 394	1 394	1 339	1 399	1 463
Performance Bonus		2 742								
Motor Vehicle Allowance		2 429	3 619		3 733	4 168	4 168	4 411	4 652	4 908
Cellphone Allowance										
Housing Allowances		204	168		195	372	372	342	359	376
Other benefits and allowances		2 546	3 539		4 064	3 904	3 904	5 094	4 251	4 410
Payments in lieu of leave		618	497		775	775	775	790	790	790
Long service awards		523	282		746	384	384	428	442	457
Post-retirement benefit obligations		5 013	1 435		5 798	3 502	3 502	3 779	3 826	3 876
Sub Total - Other Municipal Staff		62 019	68 359		82 633	80 866	80 866	85 266	88 803	93 629
% increase	4		10.2%	(100.0%)		(2.1%)		5.4%	4.1%	5.4%
Total Parent Municipality		67 116	76 129	7 368	91 226	89 335	89 335	94 656	98 702	103 603
% increase	4		13.4%	(90.3%)	1138.1%	(2.1%)		6.0%	4.3%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		67 116	76 129	7 368	91 226	89 335	89 335	94 656	98 702	103 603
% increase	4		13.4%	(90.3%)	1138.1%	(2.1%)		6.0%	4.3%	5.0%
TOTAL MANAGERS AND STAFF	5	63 137	70 985	2 372	85 905	83 731	83 731	88 781	92 453	97 420

Western Cape: Kannaland(WC041) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 801	2 739	2 663	2 891	2 891	2 891	2 762	2 928	3 103
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								164	174	74
Sub Total - Councillors		2 801	2 739	2 663	2 891	2 891	2 891	2 926	3 101	3 178
% increase	4		(2.2%)	(2.8%)	8.6%			1.2%	6.0%	2.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		32 995	44 180	43 719	4 147	4 147	4 147	3 855	4 086	4 331
Pension and UIF Contributions					160	160	160	174	184	195
Medical Aid Contributions					124	124	124	128	135	143
Overtime										
Performance Bonus					273	273	273	78	83	88
Motor Vehicle Allowance					403	403	403	403	427	453
Cellphone Allowance								67	71	75
Housing Allowances					5	5	5	9	10	10
Other benefits and allowances					73	73	73	42	45	48
Payments in lieu of leave								43	46	48
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		32 995	44 180	43 719	5 185	5 185	5 185	4 798	5 086	5 391
% increase	4		33.9%	(1.0%)	(88.1%)			(7.5%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages					27 055	27 055	27 055	32 627	34 585	36 660
Pension and UIF Contributions					3 995	3 995	3 995	4 153	4 402	4 666
Medical Aid Contributions					1 460	1 460	1 460	1 906	2 020	2 141
Overtime					1 111	1 111	1 111	604	640	678
Performance Bonus								1 848	1 959	2 077
Motor Vehicle Allowance					2 846	2 846	2 846	1 386	1 469	1 557
Cellphone Allowance					18	18	18	127	135	143
Housing Allowances					71	71	71	195	206	219
Other benefits and allowances					3 414	3 414	3 414	2 069	2 193	2 325
Payments in lieu of leave								888	941	997
Long service awards										
Post-retirement benefit obligations					384	384	384			
Sub Total - Other Municipal Staff					40 353	40 353	40 353	45 802	48 550	51 464
% increase	4							13.5%	6.0%	6.0%
Total Parent Municipality		35 796	46 918	46 382	48 429	48 429	48 429	53 527	56 738	60 032
% increase	4		31.1%	(1.1%)	4.4%			10.5%	6.0%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 796	46 918	46 382	48 429	48 429	48 429	53 527	56 738	60 032
% increase	4		31.1%	(1.1%)	4.4%			10.5%	6.0%	5.8%
TOTAL MANAGERS AND STAFF	5	32 995	44 180	43 719	45 538	45 538	45 538	50 601	53 637	56 855

Western Cape: Hessequa(WC042) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 129	3 440	3 902	4 270			4 740	5 072	5 427
Pension and UIF Contributions		111	109	120	130	130	130	136	146	156
Medical Aid Contributions		27	35	47	49	49	49	44	47	51
Motor Vehicle Allowance		1 092	1 194	1 356	1 483			1 640	1 755	1 878
Cellphone Allowance		277	365	367	429	429	429	441	472	505
Housing Allowances										
Other benefits and allowances						5 752	5 752			
Sub Total - Councillors		4 636	5 143	5 791	6 360	6 360	6 360	7 002	7 492	8 017
% increase	4		10.9%	12.6%	9.8%			10.1%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 398	3 938	4 263	4 330	4 563	4 563	5 312	5 684	6 138
Pension and UIF Contributions		944	846	918	798	798	798	913	977	1 055
Medical Aid Contributions					191	191	191	258	276	299
Overtime										
Performance Bonus		799	725	706	833	833	833	882	944	1 020
Motor Vehicle Allowance		420	409	372	372	372	372	437	468	505
Cellphone Allowance		61	52	114	53	53	53	53	57	62
Housing Allowances										
Other benefits and allowances		102	346	78	359	22	22	14	15	16
Payments in lieu of leave		80	268			8	8			
Long service awards					29	29	29			
Post-retirement benefit obligations			1 370							
Sub Total - Senior Managers of Municipality		6 804	7 954	6 452	6 965	6 870	6 870	7 870	8 421	9 095
% increase	4		16.9%	(18.9%)	8.0%	(1.4%)		14.6%	7.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		57 729	65 229	73 733	83 471	83 167	83 167	91 184	97 154	107 739
Pension and UIF Contributions		14 170	16 158	16 274	14 319	14 320	14 320	15 343	16 412	17 724
Medical Aid Contributions		4 420	3 044		6 613	4 697	4 697	5 296	5 667	6 120
Overtime			3 916	2 901	3 690	3 894	3 894	3 114	3 332	3 599
Performance Bonus										
Motor Vehicle Allowance		6 501	3 861	3 966	4 330	4 330	4 330	4 433	4 743	5 123
Cellphone Allowance			282	252	364	364	364	347	371	401
Housing Allowances		259	251	307	554	554	554	1 127	1 206	1 302
Other benefits and allowances					2 843	2 834	2 834	2 459	2 631	2 842
Payments in lieu of leave					225	220	220			
Long service awards		727	1 129		1 188	1 188	1 188	2 101	2 229	2 361
Post-retirement benefit obligations		8 927	2 873	3 981	3 281	5 198	5 198	8 165	8 878	9 656
Sub Total - Other Municipal Staff		92 733	96 743	101 413	120 878	120 766	120 766	133 569	142 623	156 868
% increase	4		4.3%	4.8%	19.2%	(0.1%)		10.6%	6.8%	10.0%
Total Parent Municipality		104 173	109 839	113 657	134 204	133 997	133 997	148 442	158 536	173 979
% increase	4		5.4%	3.5%	18.1%	(0.2%)		10.8%	6.8%	9.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		104 173	109 839	113 657	134 204	133 997	133 997	148 442	158 536	173 979
% increase	4		5.4%	3.5%	18.1%	(0.2%)		10.8%	6.8%	9.7%
TOTAL MANAGERS AND STAFF	5	99 537	104 697	107 866	127 844	127 636	127 636	141 440	151 044	165 963

Western Cape: Mossel Bay(WC043) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 682	8 123	8 740	9 264	9 264	9 264	9 704	10 286	10 955
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		392	558	653	689	689	689	597	633	674
Sub Total - Councillors		8 074	8 682	9 392	9 953	9 953	9 953	10 301	10 919	11 629
% increase	4		7.5%	8.2%	6.0%			3.5%	6.0%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 012	7 552	7 828	8 646	8 129	8 129	8 880	9 542	10 287
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 012	7 552	7 828	8 646	8 129	8 129	8 880	9 542	10 287
% increase	4		7.7%	3.7%	10.5%	(6.0%)		9.2%	7.5%	7.8%
Other Municipal Staff										
Basic Salaries and Wages		113 175	122 463	134 761	150 244	149 230	149 230	164 930	177 453	191 294
Pension and UIF Contributions		20 536	22 890	24 926	27 473	27 202	27 202	30 919	33 256	35 778
Medical Aid Contributions		8 524	9 410	10 409	11 524	11 526	11 526	13 071	14 052	15 148
Overtime		8 285	8 904	9 095	8 827	8 479	8 479	8 624	9 146	9 884
Performance Bonus										
Motor Vehicle Allowance		4 500	4 208	4 375	4 556	4 820	4 820	4 946	5 232	5 613
Cellphone Allowance										
Housing Allowances		858	785	917	993	2 851	2 851	3 096	3 328	3 588
Other benefits and allowances		4 653	4 877	4 964	4 966	5 084	5 084	5 805	6 176	6 628
Payments in lieu of leave		2 291	789	2 500	2 675	2 675	2 675	2 862	3 063	3 308
Long service awards		1 388	1 444	1 441	1 542	2 448	2 448	2 610	2 764	2 930
Post-retirement benefit obligations		18 412	18 543	19 127	20 466	10 933	10 933	11 849	12 875	13 648
Sub Total - Other Municipal Staff		182 622	194 313	212 515	233 266	225 247	225 247	248 713	267 344	287 818
% increase	4		6.4%	9.4%	9.8%	(3.4%)		10.4%	7.5%	7.7%
Total Parent Municipality		197 707	210 546	229 735	251 865	243 329	243 329	267 894	287 806	309 733
% increase	4		6.5%	9.1%	9.6%	(3.4%)		10.1%	7.4%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		197 707	210 546	229 735	251 865	243 329	243 329	267 894	287 806	309 733
% increase	4		6.5%	9.1%	9.6%	(3.4%)		10.1%	7.4%	7.6%
TOTAL MANAGERS AND STAFF	5	189 633	201 865	220 343	241 912	233 376	233 376	257 593	276 886	298 104

Western Cape: George(WC044) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 534	10 071	10 829	13 148	13 148	13 148	13 895	14 729	15 612
Pension and UIF Contributions		764	734	766	835	835	835	828	850	870
Medical Aid Contributions		161	215	264	154	154	154	300	320	340
Motor Vehicle Allowance		3 393	3 534	3 796	4 414	4 414	4 414	4 632	4 910	5 204
Cellphone Allowance		696	1 020	1 023	900	900	900	1 106	1 172	1 243
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 548	15 574	16 678	19 452	19 452	19 452	20 761	21 981	23 269
% increase	4		7.1%	7.1%	16.6%			6.7%	5.9%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 273	9 053	10 586	11 550	11 550	11 550	11 809	12 636	13 521
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		325		(44)						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 598	9 053	10 543	11 550	11 550	11 550	11 809	12 636	13 521
% increase	4		5.3%	16.5%	9.6%			2.2%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		154 167	178 921	205 422	231 715	241 443	241 443	253 376	276 071	294 943
Pension and UIF Contributions		25 633	30 350	30 204	34 771	34 771	34 771	41 779	44 686	47 806
Medical Aid Contributions		10 539	12 471	13 950	15 591	15 591	15 591	16 149	21 560	23 069
Overtime		18 148	24 240	20 891	15 595	19 460	19 460	20 644	21 982	2 116
Performance Bonus										
Motor Vehicle Allowance		10 482	11 295	12 472	12 686	14 203	14 203	14 537	15 555	16 644
Cellphone Allowance		721	844	924	813	841	841	905	968	1 036
Housing Allowances		1 255	1 135	1 140	1 075	1 075	1 075	1 760	3 761	4 025
Other benefits and allowances		6 296	6 428	7 473	2 906	11 694	11 694	14 248	14 775	36 680
Payments in lieu of leave		15 840	15 921	17 496	18 162	18 162	18 162	20 128	21 538	23 046
Long service awards		1 006	1 676	1 454	1 975	1 975	1 975	1 883	1 649	2 629
Post-retirement benefit obligations		16 648	19 804	23 957		20 463	20 463	20 463	21 860	23 391
Sub Total - Other Municipal Staff		260 735	303 087	335 384	335 290	379 680	379 680	405 871	444 404	475 384
% increase	4		16.2%	10.7%		13.2%		6.9%	9.5%	7.0%
Total Parent Municipality		283 880	327 714	362 605	366 292	410 681	410 681	438 442	479 021	512 174
% increase	4		15.4%	10.6%	1.0%	12.1%		6.8%	9.3%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		283 880	327 714	362 605	366 292	410 681	410 681	438 442	479 021	512 174
% increase	4		15.4%	10.6%	1.0%	12.1%		6.8%	9.3%	6.9%
TOTAL MANAGERS AND STAFF	5	269 333	312 140	345 927	346 840	391 230	391 230	417 681	457 040	488 905

Western Cape: Oudtshoorn(WC045) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 825	5 454	5 866	6 497	4 699	4 699	6 664	7 144	7 658
Pension and UIF Contributions		288	317	252	857	266	266	45	48	51
Medical Aid Contributions		91	90	115	361					
Motor Vehicle Allowance		1 932	1 826	1 937	722	200	200	2 221	2 381	2 553
Cellphone Allowance			596	563	361	50	50	597	640	686
Housing Allowances					226					
Other benefits and allowances		61	53	48		42	42	95	102	109
Sub Total - Councillors		7 197	8 336	8 783	9 024	5 258	5 258	9 622	10 315	11 058
% increase	4		15.8%	5.4%	2.7%	(41.7%)		83.0%	7.2%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 369	2 362	2 395	4 614	5 498	5 498	5 808	6 389	7 028
Pension and UIF Contributions		5	4	4	640	273	273	1 073	1 180	1 298
Medical Aid Contributions		22	43	60	269	241	241	200	220	242
Overtime										
Performance Bonus					539					
Motor Vehicle Allowance		412	202	168	303	188	188			
Cellphone Allowance		10	11	11	236	208	208			
Housing Allowances		76	78	72	135	82	82			
Other benefits and allowances		30	27	28				115	126	139
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 924	2 728	2 738	6 736	6 491	6 491	7 195	7 915	8 706
% increase	4		(6.7%)	0.4%	146.0%	(3.6%)		10.9%	10.0%	10.0%
Other Municipal Staff										
Basic Salaries and Wages		85 950	96 921	96 573	101 160	115 393	115 393	120 710	130 519	139 280
Pension and UIF Contributions		14 876	16 283	15 446	17 388	16 676	16 676	18 185	19 464	20 770
Medical Aid Contributions		5 990	7 211	8 184	8 174	7 764	7 764	10 367	11 108	11 867
Overtime		5 610	5 725	9 193	4 322	5 921	5 921	4 240	4 546	4 859
Performance Bonus										
Motor Vehicle Allowance		4 046	4 338	4 735	4 777	4 484	4 484	4 169	4 470	4 778
Cellphone Allowance		523	864	764	351	803	803	435	466	499
Housing Allowances		676	737	835	783	1 118	1 118	1 035	1 110	1 186
Other benefits and allowances		21 744	25 317	37 045	17 466	19 241	19 241	25 629	27 469	29 361
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		139 416	157 395	172 775	154 420	171 399	171 399	184 770	199 151	212 601
% increase	4		12.9%	9.8%	(10.6%)	11.0%		7.8%	7.8%	6.8%
Total Parent Municipality		149 536	168 458	184 296	170 180	183 148	183 148	201 588	217 381	232 365
% increase	4		12.7%	9.4%	(7.7%)	7.6%		10.1%	7.8%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		149 536	168 458	184 296	170 180	183 148	183 148	201 588	217 381	232 365
% increase	4		12.7%	9.4%	(7.7%)	7.6%		10.1%	7.8%	6.9%
TOTAL MANAGERS AND STAFF	5	142 339	160 122	175 513	161 156	177 890	177 890	191 965	207 066	221 307

Western Cape: Bitou(WC047) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 663	3 272	3 272	3 605	3 605	3 605	3 853	4 104	4 370
Pension and UIF Contributions		107	129	150	165	165	165	179	191	203
Medical Aid Contributions		79	87	91	97	97	97	92	98	104
Motor Vehicle Allowance		729	550	447	521	521	521	556	592	631
Cellphone Allowance		203	232	330	338	338	338	339	361	385
Housing Allowances		263	440	477	562	562	562	576	613	653
Other benefits and allowances										
Sub Total - Councillors		4 043	4 710	4 767	5 289	5 289	5 289	5 595	5 959	6 346
% increase	4		16.5%	1.2%	11.0%			5.8%	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 684	6 087	5 956	5 621	6 037	6 037	7 689	8 187	8 720
Pension and UIF Contributions		401	711	466	466	622	622	633	674	717
Medical Aid Contributions		240	424	131	124	176	176	156	162	172
Overtime		19	62	59						
Performance Bonus										
Motor Vehicle Allowance		288	538	1 031	1 230	1 256	1 256	1 243	1 324	1 410
Cellphone Allowance		58	113	137		108	108	164	175	186
Housing Allowances		26	37	43	128	128	128			
Other benefits and allowances		80	183	(1)	1 199	897	897	28	30	32
Payments in lieu of leave		990	169	181						
Long service awards		28								
Post-retirement benefit obligations		413		267						
Sub Total - Senior Managers of Municipality		6 228	8 325	8 268	8 769	9 224	9 224	9 912	10 551	11 237
% increase	4		33.7%	(0.7%)	6.1%	5.2%		7.5%	6.4%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		61 679	71 628	78 590	102 573	100 532	100 532	112 873	125 887	135 837
Pension and UIF Contributions		8 701	9 893	11 676	15 980	15 310	15 310	17 343	19 161	20 700
Medical Aid Contributions		7 978	8 368	9 697	15 302	14 351	14 351	16 081	17 234	18 306
Overtime		4 026	5 485	6 404	3 161	6 996	6 996	3 657	3 855	3 838
Performance Bonus										
Motor Vehicle Allowance		5 005	5 347	5 151	8 209	7 488	7 488	8 345	9 233	9 891
Cellphone Allowance		647	807	890	1 093	844	844	1 019	1 088	1 158
Housing Allowances		531	436	383	1 038	1 415	1 415	1 917	2 065	2 131
Other benefits and allowances		3 563	7 158	5 802	4 052	6 400	6 400	6 488	7 061	7 495
Payments in lieu of leave		2 036	3 625	1 986	3 034	2 958	2 958	3 382	3 769	4 067
Long service awards		589	713	513	727	727	727	757	787	
Post-retirement benefit obligations		7 955	9 245	4 681	10 137	9 886	9 886	13 536	15 376	17 090
Sub Total - Other Municipal Staff		102 711	122 705	125 772	165 307	166 908	166 908	185 399	205 516	220 513
% increase	4		19.5%	2.5%	31.4%	1.0%		11.1%	10.9%	7.3%
Total Parent Municipality		112 982	135 741	138 807	179 365	181 422	181 422	200 906	222 026	238 096
% increase	4		20.1%	2.3%	29.2%	1.1%		10.7%	10.5%	7.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		112 982	135 741	138 807	179 365	181 422	181 422	200 906	222 026	238 096
% increase	4		20.1%	2.3%	29.2%	1.1%		10.7%	10.5%	7.2%
TOTAL MANAGERS AND STAFF	5	108 939	131 031	134 040	174 076	176 133	176 133	195 311	216 067	231 750

Western Cape: Knysna(WC048) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 917	4 102	4 333	4 579	4 579	4 579	5 860	6 173	6 499
Pension and UIF Contributions		236	245	248	243	243	243	293	308	323
Medical Aid Contributions		69	58	25						
Motor Vehicle Allowance		1 407	1 440	1 475	1 579	1 579	1 579	1 689	1 774	1 862
Cellphone Allowance		279	394	393	416	416	416	445	468	491
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 908	6 240	6 474	6 817	6 817	6 817	8 288	8 722	9 176
% increase	4		5.6%	3.8%	5.3%			21.6%	5.2%	5.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 730	5 818	5 380	6 689	5 508	5 508	6 160	7 333	7 999
Pension and UIF Contributions		403	518	395	510	368	368	688	826	1 099
Medical Aid Contributions		61	109	70	113	68	68	100	106	113
Overtime										
Performance Bonus		675	807	883	870	992	992	1 039	1 106	1 177
Motor Vehicle Allowance		285	411	333	466	336	336	290	309	329
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		504	305	212	238	223	223	148	157	167
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 658	7 969	7 274	8 887	7 494	7 494	8 425	9 837	10 884
% increase	4		40.8%	(8.7%)	22.2%	(15.7%)		12.4%	16.8%	10.6%
Other Municipal Staff										
Basic Salaries and Wages		83 819	89 551	99 170	110 945	111 610	111 610	114 709	130 408	139 258
Pension and UIF Contributions		14 574	16 395	18 152	20 647	20 663	20 663	22 694	24 129	25 684
Medical Aid Contributions		8 227	8 947	9 600	12 591	12 591	12 591	12 761	13 583	14 459
Overtime		10 491	13 239	14 328	11 252	12 151	12 151	14 959	7 948	8 342
Performance Bonus		6 793	7 506	8 358	9 156	9 163	9 163	10 025	10 678	11 374
Motor Vehicle Allowance		3 442	3 958	4 171	4 394	3 815	3 815	3 715	3 947	4 194
Cellphone Allowance										
Housing Allowances		1 493	1 700	1 822	2 031	2 045	2 045	2 647	2 820	3 004
Other benefits and allowances		4 826	5 456	5 461	5 598	5 709	5 709	6 081	6 140	6 535
Payments in lieu of leave		2 969	2 653	1 772	1 091	1 104	1 104	1 559	1 665	1 778
Long service awards		1 553	1 183	903	1 872	1 872	1 872	1 056	1 109	1 164
Post-retirement benefit obligations		8 078	3 366	3 954	8 274	8 274	8 274	4 425	4 646	4 878
Sub Total - Other Municipal Staff		146 267	153 956	167 690	187 851	188 997	188 997	194 631	207 073	220 671
% increase	4		5.3%	8.9%	12.0%	0.6%		3.0%	6.4%	6.6%
Total Parent Municipality		157 832	168 164	181 438	203 554	203 307	203 307	211 344	225 633	240 731
% increase	4		6.5%	7.9%	12.2%	(0.1%)		4.0%	6.8%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		157 832	168 164	181 438	203 554	203 307	203 307	211 344	225 633	240 731
% increase	4		6.5%	7.9%	12.2%	(0.1%)		4.0%	6.8%	6.7%
TOTAL MANAGERS AND STAFF	5	151 924	161 925	174 964	196 737	196 491	196 491	203 056	216 911	231 555

Western Cape: Eden(DC4) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			5 199	5 341	6 021	5 901	5 901	5 950	6 378	6 889
Pension and UIF Contributions			107	129	146	146	146	171	183	198
Medical Aid Contributions			107	211	214	214	214	273	300	336
Motor Vehicle Allowance			1 223	1 531	1 747	1 667	1 667	1 240	1 240	1 302
Cellphone Allowance			282	313	368	368	368	315	337	364
Housing Allowances										
Other benefits and allowances			50					500	500	500
Sub Total - Councillors			6 968	7 525	8 496	8 296	8 296	8 449	8 938	9 589
% increase	4			8.0%	12.9%	(2.4%)		1.8%	5.8%	7.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 266	3 915	3 509	3 554	3 554	3 716	4 058	4 391
Pension and UIF Contributions			417	712	707	652	652	687	750	812
Medical Aid Contributions			61		54	57	57	63	68	74
Overtime										
Performance Bonus			507	364	500	546	546	554	599	648
Motor Vehicle Allowance			369	619	489	572	572	507	549	594
Cellphone Allowance			12	46	23	33	33	33	35	38
Housing Allowances			84	87	84	84	84	84	91	98
Other benefits and allowances								200	216	234
Payments in lieu of leave				63				62	68	73
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 716	5 806	5 366	5 498	5 498	5 906	6 434	6 962
% increase	4			23.1%	(7.6%)	2.5%		7.4%	8.9%	8.2%
Other Municipal Staff										
Basic Salaries and Wages		59 110	86 917	59 682	59 551	59 872	59 872	62 094	65 211	70 718
Pension and UIF Contributions		10 734	18 332	17 892	13 240	12 451	12 451	14 001	14 894	16 115
Medical Aid Contributions		6 699	13 993		9 163	8 395	8 395	9 381	10 246	11 272
Overtime		1 057	1 460	1 367	1 144	1 263	1 263	1 255	1 342	1 452
Performance Bonus		(327)	(147)	(28)						
Motor Vehicle Allowance		8 208	8 241	7 438	5 461	6 098	6 098	5 050	5 464	5 912
Cellphone Allowance		2	133	(46)	149	131	131	358	379	410
Housing Allowances		604	823	558	554	726	726	884	888	961
Other benefits and allowances		658	2 822		2 099	1 343	1 343	1 522	1 646	1 782
Payments in lieu of leave		3 794	6 511	333	4 671	4 430	4 430	4 892	5 147	5 409
Long service awards		922	158					377	408	442
Post-retirement benefit obligations			2 095	5 092		5 582	5 582			
Sub Total - Other Municipal Staff		91 461	141 338	92 288	96 032	100 291	100 291	99 814	105 626	114 473
% increase	4		54.5%	(34.7%)	4.1%	4.4%		(0.5%)	5.8%	8.4%
Total Parent Municipality		91 461	153 022	105 619	109 894	114 085	114 085	114 169	120 998	131 024
% increase	4		67.3%	(31.0%)	4.0%	3.8%		0.1%	6.0%	8.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		91 461	153 022	105 619	109 894	114 085	114 085	114 169	120 998	131 024
% increase	4		67.3%	(31.0%)	4.0%	3.8%		0.1%	6.0%	8.3%
TOTAL MANAGERS AND STAFF	5	91 461	146 054	98 094	101 398	105 789	105 789	105 720	112 060	121 435

Western Cape: Laingsburg(WC051) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 079	1 900	2 336	2 453	2 453	2 453	2 619	2 802	2 998
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			267							
Cellphone Allowance		65		180	180	180	180	171	183	183
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 144	2 166	2 516	2 633	2 633	2 633	2 790	2 985	3 181
% increase	4		1.1%	16.1%	4.7%			6.0%	7.0%	6.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 598	2 047	2 156	2 261	2 261	2 261	2 618	2 806	3 000
Pension and UIF Contributions		86	123	148	170	170	170	243	243	243
Medical Aid Contributions		25	90	15	104	104	104	104	104	104
Overtime										
Performance Bonus										
Motor Vehicle Allowance		182	232	232	263	263	263	290	290	290
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		117	162	19	21	21	21			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			46	70	97	97	97			
Sub Total - Senior Managers of Municipality		2 008	2 699	2 640	2 916	2 916	2 916	3 255	3 443	3 637
% increase	4		34.4%	(2.2%)	10.5%			11.6%	5.8%	5.6%
Other Municipal Staff										
Basic Salaries and Wages		5 800	6 939	7 779	9 529	9 529	9 529	12 057	12 057	12 057
Pension and UIF Contributions		744	883	1 079	1 366	1 366	1 366	1 691	1 691	1 691
Medical Aid Contributions		209	227	318	617	617	617	714	714	714
Overtime		262	372	346	506	506	506	636	636	636
Performance Bonus										
Motor Vehicle Allowance		157	299	381	405	405	405	638	638	638
Cellphone Allowance		21	12							
Housing Allowances		25	21	23	26	26	26	126	126	126
Other benefits and allowances		367	255	94	108	108	108	115	115	115
Payments in lieu of leave								19	19	19
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		7 585	9 008	10 020	12 558	12 558	12 558	15 996	15 996	15 996
% increase	4		18.8%	11.2%	25.3%			27.4%		
Total Parent Municipality		11 736	13 874	15 176	18 107	18 107	18 107	22 040	22 424	22 814
% increase	4		18.2%	9.4%	19.3%			21.7%	1.7%	1.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		11 736	13 874	15 176	18 107	18 107	18 107	22 040	22 424	22 814
% increase	4		18.2%	9.4%	19.3%			21.7%	1.7%	1.7%
TOTAL MANAGERS AND STAFF	5	9 593	11 707	12 660	15 474	15 474	15 474	19 251	19 439	19 633

Western Cape: Prince Albert(WC052) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 184	2 309	2 450	2 582	2 582	1 809	1 935	2 071	2 216
Pension and UIF Contributions							105	112	120	128
Medical Aid Contributions										
Motor Vehicle Allowance							533	571	611	653
Cellphone Allowance							135	156	167	179
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 184	2 309	2 450	2 582	2 582	2 582	2 774	2 969	3 176
% increase	4		5.8%	6.1%	5.4%			7.5%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 014	1 500	1 746	2 822	2 822	2 822	2 962	3 170	3 392
Pension and UIF Contributions			127		22	22	22	10	10	11
Medical Aid Contributions			23							
Overtime										
Performance Bonus				142	232	232	232			
Motor Vehicle Allowance		268	201					201	215	230
Cellphone Allowance			30	30				54	58	62
Housing Allowances			18					18	19	21
Other benefits and allowances		275								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 557	1 898	1 918	3 076	3 076	3 076	3 245	3 472	3 715
% increase	4		(25.7%)	1.0%	60.3%			5.5%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		5 633	6 940	8 022	8 057	7 769	7 769	9 225	9 921	10 684
Pension and UIF Contributions		1 097	754	1 037	1 244	1 313	1 313	1 369	1 478	1 593
Medical Aid Contributions			193	1 092	689	504	504	761	820	883
Overtime		641	672	570	700	513	513	572	620	669
Performance Bonus										
Motor Vehicle Allowance		605	59	95	95	110	110	54	65	70
Cellphone Allowance			7	38	76	76	76	74	78	80
Housing Allowances		27	(7)	78	73	139	139	117	119	125
Other benefits and allowances										
Payments in lieu of leave		343	159	113	70	70	70	60	75	80
Long service awards		8	57	70	69	69	69	69	75	81
Post-retirement benefit obligations		117	139	100	100	100	100	100	100	100
Sub Total - Other Municipal Staff		8 471	8 973	11 215	11 173	10 663	10 663	12 401	13 351	14 366
% increase	4		5.9%	25.0%	(0.4%)	(4.6%)		16.3%	7.7%	7.6%
Total Parent Municipality		13 212	13 181	15 584	16 830	16 320	16 320	18 420	19 791	21 257
% increase	4		(0.2%)	18.2%	8.0%	(3.0%)		12.9%	7.4%	7.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 212	13 181	15 584	16 830	16 320	16 320	18 420	19 791	21 257
% increase	4		(0.2%)	18.2%	8.0%	(3.0%)		12.9%	7.4%	7.4%
TOTAL MANAGERS AND STAFF	5	11 028	10 872	13 134	14 248	13 738	13 738	15 645	16 823	18 081

Western Cape: Beaufort West(WC053) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 696	2 633	3 078	3 349	3 349	3 349	3 459	3 667	3 887
Pension and UIF Contributions		208	193	289	251	251	251	339	359	381
Medical Aid Contributions		24	38	41	46	46	46	47	49	52
Motor Vehicle Allowance		770	711	676	790	790	790	830	880	933
Cellphone Allowance		238	318	271	340	340	340	292	309	328
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 936	3 894	4 356	4 776	4 776	4 776	4 967	5 265	5 581
% increase	4		(1.1%)	11.9%	9.6%			4.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 089	3 029	3 910	4 724	4 724	4 724	5 064	5 453	5 870
Pension and UIF Contributions		475	493	546	562	562	562	637	685	736
Medical Aid Contributions		46	31	26	27	27	27	30	31	33
Overtime		3	3							
Performance Bonus		412	359	392	513	513	513	661	707	756
Motor Vehicle Allowance		414	348	423	444	444	444	540	540	540
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave		147	23							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 586	4 286	5 297	6 270	6 270	6 270	6 931	7 416	7 935
% increase	4		(6.5%)	23.6%	18.4%			10.6%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		41 338	47 954	53 367	63 286	63 248	63 248	61 472	65 738	70 302
Pension and UIF Contributions		8 536	6 549	7 461	10 056	9 844	9 844	10 082	10 778	11 522
Medical Aid Contributions		1 074	1 147	1 159	1 281	1 281	1 281	1 347	1 441	1 543
Overtime		2 316	3 266	3 196	1 935	1 935	1 935	1 594	1 705	1 824
Performance Bonus										
Motor Vehicle Allowance		944	1 237	1 285	2 005	2 005	2 005	1 583	1 717	1 860
Cellphone Allowance										
Housing Allowances		252	246	271	270	272	272	885	947	1 013
Other benefits and allowances		1 153	1 656	116	1 254	1 254	1 254	1 457	1 558	1 668
Payments in lieu of leave		954	517	622	200	200	200	300	318	337
Long service awards		366	276	647	310	310	310	452	479	507
Post-retirement benefit obligations		815	780	4	931	931	931	850	901	955
Sub Total - Other Municipal Staff		57 749	63 628	68 128	81 529	81 281	81 281	80 020	85 582	91 531
% increase	4		10.2%	7.1%	19.7%	(0.3%)		(1.6%)	7.0%	7.0%
Total Parent Municipality		66 271	71 808	77 782	92 575	92 327	92 327	91 918	98 263	105 047
% increase	4		8.4%	8.3%	19.0%	(0.3%)		(0.4%)	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 271	71 808	77 782	92 575	92 327	92 327	91 918	98 263	105 047
% increase	4		8.4%	8.3%	19.0%	(0.3%)		(0.4%)	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	62 335	67 914	73 426	87 799	87 551	87 551	86 951	92 998	99 467

Western Cape: Central Karoo(DC5) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 214	2 978	3 074	3 428	3 428	3 428	3 668	4 664	5 510
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 214	2 978	3 074	3 428	3 428	3 428	3 668	4 664	5 510
% increase	4		(7.3%)	3.2%	11.5%			7.0%	27.2%	18.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 931	2 603	2 446	2 635	2 635	2 635	2 793	2 960	3 138
Pension and UIF Contributions				377	480	480	480	508	539	571
Medical Aid Contributions					52	52	52	55	58	61
Overtime										
Performance Bonus										
Motor Vehicle Allowance				472	412	412	412	437	463	491
Cellphone Allowance				18	9	9	9	10	10	11
Housing Allowances										
Other benefits and allowances					38	38	38	40	43	45
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 931	2 603	3 313	3 625	3 625	3 625	3 842	4 073	4 317
% increase	4		(11.2%)	27.3%	9.4%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		14 702	16 732	18 349	7 537	8 481	8 481	10 614	8 119	9 503
Pension and UIF Contributions		2 789	2 937	2 786	633	633	633	422	392	359
Medical Aid Contributions		397	410	248	605	608	608	239	236	232
Overtime		592	955	529	3	8	8	5	5	5
Performance Bonus										
Motor Vehicle Allowance		950	971	572	311	311	311	253	227	199
Cellphone Allowance		163	9	(9)	1	1	1	1	1	0
Housing Allowances		125	116	119	46	48	48	64	64	64
Other benefits and allowances		93	159	85	5	5	5	7	4	2
Payments in lieu of leave		2 178	461	1 042	1 021	991	991	897	897	897
Long service awards		(128)	(77)	(185)	30	64	64	65	65	65
Post-retirement benefit obligations		428	259	249	600	600	600	350	350	350
Sub Total - Other Municipal Staff		22 289	22 931	23 783	10 791	11 750	11 750	12 918	10 360	11 677
% increase	4		2.9%	3.7%	(54.6%)	8.9%		9.9%	(19.8%)	12.7%
Total Parent Municipality		28 434	28 513	30 170	17 844	18 803	18 803	20 428	19 096	21 504
% increase	4		0.3%	5.8%	(40.9%)	5.4%		8.6%	(6.5%)	12.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		28 434	28 513	30 170	17 844	18 803	18 803	20 428	19 096	21 504
% increase	4		0.3%	5.8%	(40.9%)	5.4%		8.6%	(6.5%)	12.6%
TOTAL MANAGERS AND STAFF	5	25 220	25 534	27 096	14 415	15 375	15 375	16 760	14 432	15 994